

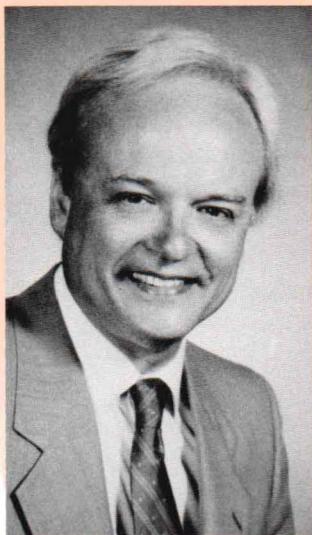
NASPA NATIONAL CONFERENCE 1989



ON COMMON GROUND  
P R O G R A M



# WELCOME TO DENVER!



Welcome to Denver and to Colorado, a community and a state whose people are a reflection of the majesty of the Rockies, and an independence of a new frontier.

Awaiting your critique and enjoyment is a unique and rewarding conference. Issues of diversity, moral and ethical dilemmas, partnerships on campus and preparation for the profession's future are the threads woven into the theme.

This 71st annual NASPA conference affords you renewal, the challenges that confront our profession, and opportunity for friendships—old and new. Involve yourself in “On Common Ground? Sharing Visions, Sharing Realities.”

**Tom Goodale**  
*President*

Welcome to Denver! My committee and I are delighted that you have joined us for what we feel will be an exciting and challenging conference. Our theme “On Common Ground? Sharing Visions, Sharing Realities” has been translated into a myriad of experiences that will help us better deal with issues of diversity, values and ethics, institutional partnerships, and the profession's future.

Our goal was to put together an experience that would be professionally rewarding and personally enriching—one that would allow you to explore critical issues in depth, provide opportunities to see old friends and meet new ones, leave with concrete ideas and strategies for “back home,” and throughout—to have a good time doing it! We feel we've achieved our goal. A rich program of major speakers, interest sessions, idea breaks and synthesis sessions has been coupled with unique entertainment to address the theme from a variety of perspectives.

Outside the conference walls, Denver offers additional choices—museums, shops, restaurants, scenic vistas. Do take advantage of all this delightful city has to offer.

We welcome you to NASPA '89. Enjoy!

**Susan Hunter Hancock**  
*1989 Conference Chair*



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# THE CONFERENCE PROGRAM AT A GLANCE

(M) = Marriott, (H) = Hyatt

## WEDNESDAY, MARCH 15

8:00am-12noon	NASPA Board of Directors Meeting (M)	12noon-5:00pm	Hospitality Center (M)
8:00am-5:00pm	JASPA Annual Conference (H)	1:00pm-5:00pm	Early Bird—Career Services (H)
9:00am-7:00pm	Conference Registration (M)	3:00pm-5:00pm	NIRAD Board of Directors Meeting (M)
12noon-3:00pm	NASPA Board of Directors Orientation (M)		

## THURSDAY, MARCH 16

7:00am-2:00pm	Task Force and Committee Meetings (M and H)	12noon-4:00pm 3:00pm-4:00pm	Exhibits (M) “First-Timers” Reception and Orientation (H)
8:00am-5:00pm	Registration (M)	4:30pm	Opening Session, Keynote Address (M)
8:00am-5:00pm	Hospitality Centers (M and H)	6:00pm	Opening Reception and Exhibits (M)
9:00am-12noon	JASPA Annual Conference (H)	7:00pm-8:00pm	Late-Arrivers’ Registration (M)
9:00am-3:00pm	Doctoral Colloquium (H)	7:30pm	
9:00am-4:00pm	Pre-Conference Workshops (M and H)	and 10:00pm	Entertainment (H)
	Career Services (H)		

## FRIDAY, MARCH 17

7:00am-8:15am	Ancillaries (M and H)	3:00pm-4:15pm	Interest Sessions (H)
8:00am-5:00pm	Conference Registration (M)	3:00pm-4:30pm	Regional Business Meetings (M)
8:00am-5:00pm	Hospitality Centers (M and H)	4:00pm-6:30pm	Exhibits (M)
8:30am-9:30am	Ethics Plenary Session (M)	4:30pm-5:30pm	Low Impact Aerobics (M)
9:00am-1:30pm	Exhibits (M)	5:00pm	President’s St. Patrick’s Day Reception (M)
9:00am-5:00pm	Career Services (H)	6:30pm	Receptions (M and H)
10:00am-12noon	Ethics Breakout Sessions (M and H)	7:30pm	Dinner on Your Own
12:15pm-1:15pm	Idea Breaks/No Host Lunch Carts (M)		
1:30pm-2:45pm	Interest Sessions (M and H)	9:00pm-midnight	Rocky Mountain Stomp (M)

## SATURDAY, MARCH 18

7:00am-8:15am	Ancillaries (M and H)	1:30pm-2:45pm	Featured Speaker (M)
8:00am-5:00pm	Hospitality Centers (M and H)	1:30pm-2:45pm	Interest Sessions (M and H)
8:30am-9:30am	Diversity Plenary Session (M)	3:00pm-4:15pm	Interest Sessions (M and H)
9:00am-1:00pm	Career Services (H)	4:30pm-5:30pm	NASPA Business Meeting (M)
9:00am-1:30pm	Exhibits (M)	5:30pm-6:30pm	Low Impact Aerobics (M)
9:00am-4:00pm	Masters Level Case Study Competition (H)	5:30pm	Receptions (M and H)
10:00am-11:45am	Diversity Breakout Sessions (M and H)	7:00pm	Mentors’ Night on the Town (Meet at Marriott Prefunction Area)
12noon-1:30pm	NASPA Awards Luncheon (M)	7:30pm and 10:00pm	Entertainment (H)

## SUNDAY, MARCH 19

7:00am-8:30am	Ancillaries (M and H)	10:00am-11:00am	Synthesis Sessions by Region (M)
8:00am-12noon	Hospitality Center (M)	11:00am-12noon	Closing Session/Keynote Address (M)
9:00am-10:00am	Synthesis Sessions by Areas of Professional Interest (M)		

# CONFERENCE PROGRAM AT A GLANCE: MARRIOTT HOTEL

## WEDNESDAY, MARCH 15

8:00am-12noon	NASPA Board of Directors Meeting	1:00pm-6:00pm	Pre-Conference Workshop: Desktop Publishing <i>(Meet at Marriott Matchless Hospitality Center)</i>
9:00am-7:00pm	Conference Registration		
12noon-3:00pm	NASPA Board of Directors Orientation		
12noon-5:00pm	Hospitality Center— <i>Matchless</i>	3:00pm-5:00pm	NIRAD Board of Directors Meeting

## THURSDAY, MARCH 16

7:00am-2:00pm	Task Force and Committee Meetings	12noon-4:00pm	Exhibits
8:00am-5:00pm	Conference Registration	4:30pm	Opening Session, Keynote Address
8:00am-5:00pm	Hospitality Center— <i>Matchless</i>	6:00pm	Opening Reception and Exhibits
9:00am-4:00pm	Pre-Conference Workshops	7:00pm-8:00pm	Late-Arrivers' Registration

## FRIDAY, MARCH 17

7:00am-8:15am	Ancillaries	3:00pm-4:30pm	Regional Business Meetings
8:00am-5:00pm	Conference Registration	4:00pm-6:30pm	Exhibits
8:00am-5:00pm	Hospitality Center— <i>Matchless</i>	4:30pm-5:30pm	Low Impact Aerobics
8:30am-9:30am	Ethics Plenary Session	5:00pm	President's St. Patrick's Day Reception
9:00am-1:30pm	Exhibits		
10:00am-12noon	Ethics Breakout Sessions	6:30pm	Receptions
12:15pm-1:15pm	Idea Breaks/Walk-Away Lunches	9:00pm-midnight	Rocky Mountain Stomp
1:30pm-2:45pm	Interest Sessions		

## SATURDAY, MARCH 18

7:00am-8:15am	Ancillaries	1:30pm-2:45pm	Interest Sessions
8:00am-5:00pm	Hospitality Center— <i>Matchless</i>	3:00pm-4:15pm	Interest Sessions
8:30am-9:30am	Diversity Plenary Session	4:30pm-5:30pm	NASPA Business Meeting
9:00am-1:30pm	Exhibits	5:30pm-6:30pm	Low Impact Aerobics
10:00am-11:45am	Diversity Breakout Sessions	5:30pm	Receptions
12noon-1:30pm	NASPA Awards Luncheon	7:00pm	Mentors' Night-on-the-Town <i>(Meet in Prefunction Area)</i>
1:30pm-2:45pm	Featured Speaker		

## SUNDAY, MARCH 19

7:00am-8:30am	Ancillaries	10:00am-10:50am	Synthesis Sessions by Region
8:00am-12noon	Hospitality Center— <i>Matchless</i>	11:00am-12noon	Closing Session/Keynote Address
9:00am-9:50am	Synthesis Sessions by Areas of Professional Interest		

# CONFERENCE PROGRAM AT A GLANCE: HYATT HOTEL

## WEDNESDAY, MARCH 15

*8:00pm-5:00pm* JASPA Annual Conference *1:00pm-5:00pm* Career Services—Early Bird

## THURSDAY, MARCH 16

<i>7:00am-2:00pm</i>	Task Force and Committee Meetings	<i>9:00am-4:00pm</i>	Pre-Conference Workshops
<i>8:00am-5:00pm</i>	Hospitality Center— <i>Board Room</i>	<i>3:00pm-4:00pm</i>	“First-Timers” Reception and Orientation
<i>9:00am-12noon</i>	JASPA Annual Conference		
<i>9:00am-3:00pm</i>	Doctoral Colloquium	<i>7:30pm</i> <i>and 10:00pm</i>	Entertainment, <i>Moulin Rouge Theater</i>
<i>9:00am-4:00pm</i>	Career Services		

## FRIDAY, MARCH 17

<i>7:00am-8:15am</i>	Ancillaries	<i>1:30pm-2:45pm</i>	Interest Sessions
<i>8:00am-5:00pm</i>	Hospitality Center—Board Room	<i>3:00pm-4:15pm</i>	Interest Sessions
<i>9:00am-5:00pm</i>	Career Services	<i>6:30pm</i>	Receptions
<i>10:00am-12noon</i>	Ethics Breakout Sessions		

## SATURDAY, MARCH 18

<i>7:00am-8:15am</i>	Ancillaries	<i>1:30pm-2:45pm</i>	Interest Sessions
<i>8:00am-5:00pm</i>	Hospitality Center— <i>Board Room</i>	<i>3:00pm-4:15pm</i>	Interest Sessions
<i>9:00am-1:00pm</i>	Career Services	<i>5:30pm</i>	Receptions
<i>9:00am-4:00pm</i>	Masters Level Case Study Competition	<i>7:30pm</i> <i>and 10:00pm</i>	Entertainment, <i>Moulin Rouge Theater</i>
<i>10:00am-11:45am</i>	Diversity Breakout Sessions		

## SUNDAY, MARCH 19

*7:00am-8:30am* Ancillaries

# CONFERENCE INFORMATION

## Registration

### *Marriott City Center Ballroom Level, Prefunction Area*

Registration hours for both on-site and pre-registered delegates are as follows:

Wednesday, March 15	9:00am-7:00pm
Thursday, March 16	8:00am-5:00pm 7:00pm-8:00pm
Friday, March 17	8:00am-5:00pm

## Admission to Conference Activities

Admission to all conference activities requires the conference name badge that is included in the registration packet. Persons without a name badge may be excluded from conference programs and events.

## Conference Headquarters

### *Marriott City Center, Silverton*

General conference information, program change information and information regarding A/V, room set-ups and association scheduled catering may be obtained here. Hours are 8:00 a.m.-5:00 p.m., Wednesday, March 15—Saturday, March 18, and 8:00 a.m.-Noon on Sunday, March 19.

## Hospitality Centers

### *Marriott City Center, Matchless*

### *Hyatt Regency, Board Room*

The opportunity to relax and enjoy a cup of coffee/tea between sessions or read the local newspaper will be available in the Conference Hospitality Centers. Delegates may also use either Center as a convenient meeting point for those in attendance. Information will be available ranging from shopping opportunities, restaurants, and nightly entertainment, to religious services, lost and found and locator services.

Sign-up for the Mentor's Night Out will take place in the Marriott Hospitality Center. Information on post-conference tours will also be available here.

Conference Hospitality Centers hours are:

Wednesday	12:00noon-5:00pm	<i>(Marriott only)</i>
Thursday	8:00am-5:00pm	
Friday	8:00am-5:00pm	
Saturday	8:00am-5:00pm	
Sunday	8:00am-Noon	<i>(Marriott only)</i>

## Message Board: Locator Services

Conference delegates will be invited to complete a NASPA locator card at registration, indicating name, hotel and room number. Bulletins and messages to and from participants may be posted on the Message Board, located in the Hospitality Center, Matchless, Marriott City Center.

## Volunteer Headquarters

### *Marriott City Center, Saratoga*

A Volunteer Headquarters is located in the Marriott City Center. Volunteers should check-in here each day for last minute changes or alterations to volunteer schedules. Delegates who may not have previously volunteered but who now wish to offer their time are welcome. Please stop by!

## Services for Disabled Persons

Participants seeking assistance should contact the Local Arrangements Committee at Conference Headquarters, Marriott, Silverton.

## Travel Between Hotels

The Marriott City Center (between 17th and 18th Streets on California St.) and the Hyatt Regency Downtown (between 17th and 18th Streets on Welton St.) are conveniently located one block apart. The short walk will take less than five minutes. Registration, some preconference workshops, plenary sessions, interest sessions, idea breaks, and exhibits are in the Denver Marriott. Career Services, some preconference workshops, interest sessions, idea breaks and our entertainment are in the Hyatt Regency.

## No Smoking Policy

Smoking is not permitted in the conference program sessions. Thank you for honoring this policy.

## Ground Breaking News: Daily Updates

Updates to your program, room changes and "daily dirt" will be published Thursday, Friday and Saturday in *Ground Breaking News*. It will be included in your registration packet, available at Conference Headquarters (Marriott, Silverton), both Hospitality Centers (M-Matchless, H-Board Room) and in our On Common Ground newsstands in both hotels. Information for the *Ground Breaking News* should be delivered to Conference Headquarters by 3:00pm for publication the following morning.

# CONFERENCE INFORMATION

## Career Services

Candidates with skills meet employers with jobs  
On Common Ground—A NASPA tradition—  
supporting our professional careers

### Locations:

#### *Second floor, Hyatt Regency*

*Grand Ballroom:* Employer Registration  
Candidate Registration  
Interview Scheduling  
Message Center  
Position Listing Supplements

*Grand Ballroom Foyer:* Career Information  
Resume Drop  
Campus Information  
Career Counseling

*Imperial Ballroom:* Interview Area  
Waiting Area

*Directors Room:* Employers' Lounge

### Hours of Operation:

Wednesday, March 15, 1:00pm-5:00pm

#### *Early Bird Services:*

Employer on-site registration  
New positions listed  
Message drop

Thursday, March 16, 9:00am-4:00pm—*All Services*

Friday, March 17, 9:00am-5:00pm—*All Services*

Saturday, March 18, 9:00am-1:00pm—*All Services*

### Employer/Candidate Orientation:

Personalized orientation available at Career Information Area (*Grand Ballroom foyer*) any time during hours of operation.

## Exhibits

### *Marriott Hotel, Denver Ballroom*

Exhibits are an important part of the total conference experience. To prepare for your visits to the Exhibit Hall, ask:

#### *How can I find out what exhibits are about?*

Come to the hall early in the conference, walk up and down every aisle, note which of the exhibits you would like to know more about, and make time in your schedule to return.

#### *How can I get the specific information I need?*

Identify those exhibitors who might be able to help, go directly to their booth and make an appointment to discuss your specific interest.

#### *How can I stay informed on products and services, even though I am not in a position to buy right now?*

Give your name, position, address, phone number, and specific area of interest to exhibitors and ask them to put you on their mailing lists.

#### *What will I do if an exhibitor asks me to buy something?*

Selling is not permitted in the Exhibit Hall.

#### *What if I just want to try out a product or make a suggestion of something not currently available?*

Do! That's why exhibits are a part of the conference. They provide hands-on experience and people-to-people contact.

### Conference Exhibitors' Schedule

#### THURSDAY, MARCH 16

12noon-4:00pm	Exhibits open
6:00-7:30pm	Exhibits open

#### FRIDAY, MARCH 17

9:00am-1:30pm	Exhibits open
4:00-6:30pm	Exhibits open

#### SATURDAY, MARCH 18

9:00am-1:30pm	Exhibits open
1:30pm	Exhibits close

# MEETINGS AND ACTIVITIES

## *NASPA Board of Directors Activities*

MONDAY, MARCH 13

NASPA Board of Directors

8:00am-5:00pm, *Silverbeels, Marriott*

TUESDAY, MARCH 14

NASPA Board of Directors

8:00am-5:00pm, *Silverbeels, Marriott*

WEDNESDAY, MARCH 15

NASPA Board of Directors

8:00am-12noon, *Silverbeels, Marriott*

NASPA Board of Directors Orientation

12noon-3:00pm

NIRAD Board of Directors Meeting

3:00pm-5:00pm

THURSDAY, MARCH 16

Orientation for Task Force Chairs

8:00am-10:00am, *Colorado A, Marriott*

SUNDAY, MARCH 19

Task Force Chairs Meeting,

7:30am-9:00am, *Directors Room, Hyatt*

## *Regional Meetings and Activities*

Hospitality Suites for each NASPA region are listed below. Please note that specific floor/room assignments for the regional suites will be posted at Conference Headquarters (*Marriott, Silverton*) and in the Hospitality Center (*Marriott, Matchless; Hyatt, Board Room*).

### **REGION I—*Hyatt Regency***

THURSDAY, MARCH 16

Hospitality

7:30pm-midnight, *Hyatt, Region I Suite*

FRIDAY, MARCH 17

Chiefs Continental Breakfast

7:30am-8:15am, *Hyatt, Region I Suite*

Regional Business Meeting

3:00pm-4:30pm, *Marriott, Colorado A*

St. Patrick's Day Celebration

8:00pm, *Hyatt, Region I Suite*

SATURDAY, MARCH 18

Hospitality

5:00pm-midnight, *Hyatt, Region I Suite*

### **REGION II—*Marriott***

FRIDAY, MARCH 17

Advisory Board Meeting

7:00am-8:15am, *Marriott, Region II Suite*

Regional Business Meeting

3:00pm-4:30pm, *Marriott, Colorado B*

Hospitality

9:00pm-11:00pm, *Marriott, Region II Suite*

SATURDAY, MARCH 18

Hospitality

9:00pm-11:00pm, *Marriott, Region II Suite*

# MEETINGS AND ACTIVITIES

## REGION III—*Hyatt Regency*

### THURSDAY, MARCH 16

#### Advisory Board Meeting

9:00am-11:00am, *Marriott, Colorado G*

#### Hospitality

9:00pm-11:00pm, *Hyatt, Region III Suite*

### FRIDAY, MARCH 17

#### Chiefs Continental Breakfast

7:00am-8:15am, *Hyatt, Region III Suite*

#### Regional Business Meeting

3:00pm-4:30pm, *Marriott, Colorado C & D*

## REGION IV EAST—*Marriott*

### THURSDAY, MARCH 16

#### Advisory Board Meeting

2:00pm-3:30pm, *Marriott, Region IV-E Suite*

### FRIDAY, MARCH 17

#### Chiefs Continental Breakfast

7:00am-8:15am, *Marriott, Region IV-E Suite*

#### Regional Business Meeting

3:00pm-4:30pm, *Marriott, Colorado G*

## REGION IV WEST—*Marriott*

### THURSDAY, MARCH 16

#### Advisory Board Meeting

1:00pm-3:00pm, *Marriott, Pomeroy*

#### Hospitality

9:00pm-11:30pm, *Marriott, Region IV-W Suite*

### FRIDAY, MARCH 17

#### Chiefs Continental Breakfast

7:00am-8:15am, *Marriott, Region IV-W Suite*

#### Regional Business Meeting

3:00pm-4:30pm, *Marriott, Colorado H*

## REGION V—*Marriott*

### THURSDAY, MARCH 16

#### Hospitality

9:00pm-11:00pm, *Marriott, Region V Suite*

### FRIDAY, MARCH 17

#### Advisory Board Meeting

7:00am-8:15am, *Marriott, Region V Suite*

#### Regional Business Meeting

3:00pm-4:30pm, *Marriott, Colorado I*

#### Hospitality

9:00pm-11:00pm, *Marriott, Region V Suite*

### SATURDAY, MARCH 18

#### New Professionals Breakfast

7:00am-8:15am, *Marriott, Region V Suite*

## REGION VI—*Hyatt Regency*

### THURSDAY, MARCH 16

#### Hospitality

9:00pm-11:00pm, *Hyatt, Region VI Suite*

### FRIDAY, MARCH 17

#### New Professionals Breakfast

7:00am-8:15am, *Hyatt, Region VI Suite*

#### Regional Business Meeting

3:00pm-4:30pm, *Marriott, Colorado J*

#### Joint Executive Committee Meeting

6:30pm-7:30pm, *Hyatt, Region VI Suite*

#### Hospitality

9:00pm-11:00pm, *Hyatt, Region VI Suite*

### SATURDAY, MARCH 18

#### Chiefs Continental Breakfast

7:30am-8:15am, *Hyatt, Region VI Suite*

# CONFERENCE HIGHLIGHTS

## *First-Timers' Reception & Orientation*

THURSDAY, MARCH 16

*Hyatt Hotel, 3:00pm*

Newcomers to the NASPA National Conference—whether young professional or veteran—are invited to begin the journey toward common ground at a very special kick-off reception. Take this opportunity to socialize with other first-time travelers as they explore the opportunities and share strategies ensuring that your time in Denver is a uniquely rich experience: both personally and professionally. Participants will be joined by members of this year's NASPA leadership as well as by other seasoned NASPA guides at this warm, western welcome.

## *The Opening Reception*

THURSDAY, MARCH 16

*Marriott Hotel, 6:00pm*

This year's Conference Program Committee has worked to make certain that even the social events included in the conference were consonant with the four major themes being explored. The opening reception will feature ethnic food and entertainment: not enough for a meal, but certainly more than a snack. Come prepared to relax and enjoy with colleagues. Salud!

## *In-Town Cultural Events*

As part of the pre-registration process, participants were given the opportunity to sign up for the following events: the Denver Center Theatre Company ("Exclusive Circles" or "Fences") and the Denver Symphony Orchestra. Persons who made reservations for these events as part of the pre-registration process may pick up their tickets at the "Denver After Dark" table right outside the Marriott NASPA Hospitality Room (Matchless) on Wednesday or Thursday.

## *Special Programs for Graduate Students*

### **The Doctoral Colloquium**

THURSDAY, MARCH 16

*9:00am-3:00pm, Hyatt*

The goal of the colloquium is to bring together doctoral students and distinguished scholars to study topics of importance in the field today. In keeping with this year's priority emphasis, the topic for the colloquium will be "Cultural Biases Imbedded in Assessment Models, Instruments and Data-Gathering Processes." The facilitator/coordinator/mentor will be Dr. George Taylor, Vice President for Student Affairs at California State University, Los Angeles. Dr. Taylor

is also a tenured member of the faculty at CSULA. Student participation is by invitation only. There is a reception following the colloquium from 3:00-4:00pm to which all faculty members are invited.

## **Masters Level Case Study Competition**

SATURDAY, MARCH 18

*9:00am-4:00pm, Hyatt*

This traditional case study competition provides two-person graduate student teams the opportunity to present and defend a position developed from an analysis of a student affairs case. This year's dilemma involves an incident of racism which occurs in a University setting. Participating teams will be assigned a 45-minute time block to present their findings and be questioned by the judges, who are all seasoned professionals in the field. Successful competitors, and their institutions, will be recognized. Participation in the competition, itself, is by invitation, but all interested professionals are invited to watch the students in action during their presentations.

Judges for the Case Study are:

Carmen Neuberger, *Dickinson College, Pennsylvania*

M. Lee Upcraft, *Pennsylvania State University*

William Schuerman, *University of Dayton*

## **Idea Breaks with No-Host Lunch Carts**

FRIDAY, MARCH 17

*12:15-1:15pm Marriott*

Sometimes formality and structure get in the way of free-flowing dialogue. That's why we're presenting a dozen or so idea breaks for those wishing to get together over lunch to learn about hot programs, unique ideas, and new trends from around the country. The idea breaks are scheduled from 12:15-1:15pm on Friday, March 17 in the Marriott; the hotel will sell "walk-away" type lunch items at prominent locations near the assigned idea break rooms.

## **Exercise!!**

FRIDAY, MARCH 17 *Marriott, Gold Coin* and

SATURDAY, MARCH 18 *Marriott, Colorado J*

Nancy Burgess, Rochester Institute of Technology, who is a nationally certified aerobics fitness instructor will lead workouts designed to provide all participants with an energizing, refreshing exercise booster, regardless of fitness level. It will include a warm-up, low to high impact aerobic work-out and cool-down. Some floor exercises will also be provided.

# CONFERENCE HIGHLIGHTS

## *Special Entertainment in the Moulin Rouge*

MARCH 16 AND 18

Hyatt Hotel, Thursday and Saturday Nights,  
7:30 and 10:00pm

The Conference Planning Committee is particularly pleased to offer this year's conference participants special, thoughtful, and diverse entertainment options. On Thursday and Saturday nights, we will be presenting two shows each night: one at 7:30pm and one at 10:00pm in the Moulin Rouge Theater of the Hyatt Hotel. Because the theater seats only 300 people, seating will be on a first-come, first-served basis, and the house will be cleared between shows. Carefully review your options below, and plan to arrive early for the show you most want to see:

THURSDAY, MARCH 16, 7:30pm

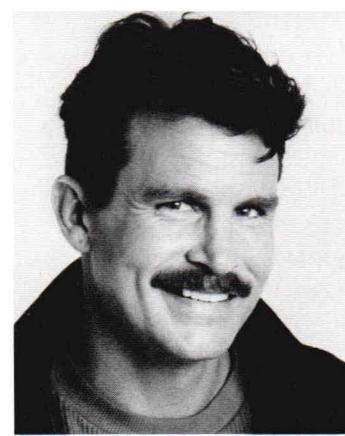
*Jude Narita "Coming Into Passion: Song For a Sansei"*



has been chosen by the Mark Taper Forum to represent American Theater on a one-month trip to Poznan, Poland. Seating will begin at 7:00pm.

THURSDAY, MARCH 16, 10:00pm

*Michael Kearns "An Artist Confronts AIDS"*



Michael's show is a blend of polished, astute acting and informal, personal interaction with the audience. His one-man performance features three vignettes, each having to do with the devastating reality of AIDS: its effect on those who have it and on those who know and love those who have it. Michael is an openly gay actor who is "bucking the

system" in Hollywood in a variety of ways. He brings to the stage powerful insights and leaves behind important challenges for us all. Seating will begin at 9:30pm.

SATURDAY, MARCH 18, 7:30pm and 10:00pm

*Marga Gomez, Linda Moakes  
and the Blazing Redheads*

This more raucous evening, broken up into two separate shows, will feature women in comedy and "funky Latin jazz." Both Marga and Linda have won critical acclaim in their home city of San Francisco.



Marga Gomez, a comic in her early thirties whose material reflects her Hispanic roots, grew up backstage in New York, performed with the all female theater group Lilith, and with Les Nickelettes. In both 1986 and 1987, she won San Francisco's coveted Cabaret Gold Award for best solo female comic.



Linda Moakes approaches humor as a force that is "healing and empowering." Her celebrated debut in 1982 has been followed by a succession of performance triumphs in which her work has been described as "zany," "spirited," and "inspiring."



Rounding out each show will be a dazzling performance by the "Blazing Redheads," a seven-piece, all women instrumental band that plays original funky jazz with a twist of Latin (coined "RythmoFusion"). They have recently completed their debut album, and promise to add a dynamic, toe-tapping dimension to an already dynamite show.

# CONFERENCE HIGHLIGHTS

## *The President's St. Patrick's Day Reception*

FRIDAY, MARCH 17

Marriott Hotel, 5:00pm

Not too surprisingly, this St. Patrick's Day reception is being billed as a "Celtic Celebration." It will feature Irish music and decorations, and will provide an opportunity for NASPA President Tom Goodale to meet and mingle with the membership.

## *Rocky Mountain Stomp*

*Terry Pirkle Band*

FRIDAY, MARCH 17

Marriott Hotel, 9:00pm-Midnight

Although Friday night is a "free night" for conference-goers, we know that many of you also enjoy the chance to get together to "blow off a little steam." For those not exploring Denver on St. Paddy's Night (or for those who want to return early for dancing), put on your jeans and your dancin' shoes and get ready for some foot-stompin', hand clappin', dancin' and just plain fun—in true Colorado tradition! One of the best Country-Western bands around, Terry Pirkle has the ability to please all age groups with his music. His "country style" includes country rock, cajun, 50's, 60's, 70's, music of all types, even polkas and disco. This makes him a most popular young man and very much in demand in the music entertainment field. So, don't pass up this chance to enjoy an evening with friends.

## *Mentors' Night-on-the-Town*

SATURDAY, MARCH 18

7:00pm, Denver Eateries

Very few people like to try to organize salubrious colleagues to go to dinner together at national conferences, so we've decided to do it for you! On Saturday night, March 18, twenty of the profession's best-loved mentors will host small dinner groups to invade twenty of Denver's downtown dinner houses. We have selected restaurants where the fare is moderately priced, so that a maximum number of people will be encouraged to participate. Sign up upon arrival; a special sign-up table will be located right outside the NASPA Hospitality Center in the Marriott Matchless.

## *Synthesis Sessions*

SUNDAY, MARCH 19

9:00am-11:00am, Marriott

In an effort to help conference-goers achieve closure on the many complex issues raised at the conference, Sunday morning will feature two different "rounds" of synthesis sessions. Small group discussions in the first round (9:00-9:50am) will be led by experts in the field, and will zero in on specific areas of professional interest and expertise. The second round (from 10:00-10:50am) will be Regional discussions, led by the NASPA Vice Presidents. The focus of these sessions will be how to replicate valuable conference programs or apply salient conference learnings "back home."

## *Major Speakers, On Common Ground*

### *Plenary Sessions*

#### *Opening Keynote Address:*

*Dr. John Brooks Slaughter*

#### *Ethics Plenary Session:*

*Dr. Patricia King*

*Dr. Karen Strohm Kitchener*

*Dr. Joseph Olander*

#### *Diversity Plenary Session:*

*Rev. Darryl Smaw*

*Dr. Gladys Knott*

*Lillian Roybal Rose*

*Dr. James Banning and Panel*

#### *Featured Speaker:*

*Dr. Richard Keeling*

#### *Closing Keynote Address:*

*Dr. L. Lee Knefelkamp*

## *Recreation Opportunities*

The Marriott City Center Health Club is located on the second floor and is available to guests from both hotels. Contact the hotel directly for hours of operation and available services.

The International Athletic Club (two blocks from the Marriott; one block from the Hyatt) provides special discount rates for hotel guests. Daily passes for \$5 for use of this full-service health club. Facilities include aerobics, life-cycles, life-rowers, nautilus and free-weights, indoor running track, indoor gymnasium, racquetball and complete locker and shower facilities (including steam rooms and dry-heat saunas). Contact the Marriott City Center Health Club for further information.

# ON COMMON GROUND? THE WEDNESDAY PROGRAM

*8:00am-12noon*

NASPA Board of Directors Meeting  
*Marriott, Silverheels (3rd Floor)*

*8:00am-5:00pm*

Jesuit Association of Student Personal  
Administrators (JASPA) Annual Conference  
*Hyatt, Moulin Rouge*

*9:00am-7:00pm*

Conference Registration  
*Marriott, Prefunction Area*

*12noon-3:00pm*

NASPA Board of Directors Orientation  
*Marriott, Silverheels (3rd floor)*

*1:00pm-5:00pm*

Hospitality, *Marriott, Matchless*  
Early Bird—Career Services, *Hyatt, Second floor*

*1:00pm-6:00pm*

Pre-Conference Workshop:  
*Desktop Publishing on the IBM-PC*

*Presenter:*

Bruce Frehner  
*Owner, Venture Graphics*

This hands-on seminar utilizes Ventura and PageMaker software. Participants will experience the advantage of integrating text with graphics in the creation of publications.

Workshop participants will meet at the Hospitality Center, Matchless Marriott, and will travel by bus to Front Range Community College. The registration fee includes transportation.

*3:00pm-5:00pm*

NIRAD Board of Directors Meeting  
*Marriott, Silverheels (3rd floor)*



# ON COMMON GROUND? THE THURSDAY PROGRAM

7:00am-8:00am

Ethnic Minority Task Force Regional  
Coordinators Meeting, *Hyatt, Vista*

8:00am-10:00am

Task Force Chairs Orientation  
*Marriott, Colorado A*

8:00am-5:00pm

Conference Registration, *Marriott, Prefunction Area*

Hospitality

*Marriott, Matchless; Hyatt, Board Room*

9:00am-11:00am

Research and Program Development  
Division Meeting, *Marriott, Colorado C*

Region III Advisory Board Meeting

*Marriott, Colorado G*

9:00am-12noon

JASPA Annual Conference, *Hyatt, Moulin Rouge*

9:00am-3:00pm

Doctoral Colloquium, *Hyatt, Gold*

9:00am-4:00pm

## PRE-CONFERENCE WORKSHOPS

Twelve different three and five-hour workshops were offered to Conference participants as part of the pre-registration process. Those signing up for these workshops should have been notified of their status through the registration confirmation process. On-site registration may be possible on a space available basis. Persons with questions about workshop status or availability should inquire at the Conference Registration Desk, Prefunction Area, Marriott Hotel.

9:00am-3:00pm

*Intimacy or Intimidation:  
Unwanted Sexual Activity Among Students*  
*Marriott, Silverheels*

Chair:

Sherry Gutman

*Assistant Dean of Students, Oberlin College*

Presenter:

Jane Stocks

*Rape Education Coordinator, Oberlin College*

Acquaintance rape and other forms of unwanted sexual

activity have become increasingly recognized as a serious issue on college campuses today. When student affairs professionals address the issue, the complexities of creating effective response mechanisms and prevention programs become more evident. The purpose of this workshop is to share the concrete results of new programs, policies, and formal resolution/judicial procedures.

9:00am-3:00pm

*Homosexuality is a Family Affair*

*Marriott, Nat Hill*

Presenter:

Jane E. Vennard, *founding member of Parents and Friends of Lesbians and Gays*

The homosexuality of a student, client, friend or family member leads to a search for information, new understandings, and emotional support. This workshop is designed to meet the needs of professional persons, families and friends as they learn to live with homosexuality in their lives, personal or professional.

9:00am-3:00pm

*Serving as Our Interfraternity Brothers'*

*Keeper: Risk Management, 1988*

*Marriott, Penrose*

Chair:

Jonathan J. Brant, *Executive Director,  
National Interfraternity Conference*

Presenters:

Durward W. Owen, *Executive Director,  
Pi Kappa Phi Fraternity*

Charles N. White, Jr., *Managing Director,  
Sigma Phi Epsilon Fraternity*

New approaches to managing the risk of American college fraternities are actively being sought. One with a good deal of promise is the Fraternity Insurance Purchasing Group, Inc. (FIPG), which has adopted a strong and uniform risk management, implementation, verification, and enforcement policy. This session will explore risk management issues, current trends, and the FIPG solution.

## THREE-HOUR PRE-CONFERENCE WORKSHOPS MORNING SESSIONS

9:00am-12noon

### *Creating Campus Climates for Appreciating Diversity*

Marriott Goldcoin

#### Chair:

Patricia C. Peterson, *Assistant Vice President,  
Campus Life, Pennsylvania State University*

#### Presenter:

David Stormer, *Director, University Safety,  
Pennsylvania State University*

Creating a climate in which diversity is appreciated is *not* the responsibility of student affairs practitioners. Our job is to ensure that such a climate develops. This model discusses the student affairs role and outlines strategies for operationalizing a plan within existing community structures.

9:00am-12noon

### *Women in the Search for CSAO Positions*

Marriott, Pomeroy

#### Chair:

Joy S. Smith, *Director of Student Development,  
Clemson University*

#### Presenters:

James McComas, *President,  
Virginia Polytechnic Institute and State University*

Billy J. Franklin, *President, Lamar University*

Patrick Brown, *Director of Student Activities,  
University of Vermont*

Mims Harris, *Associate Director for Programs,  
Colorado State University*

Maureen Anderson, *Vice Provost for Student Services,  
Washington State University*

Betty Turner Asher, *Vice President for Student Affairs,  
Arizona State University*

Susan Crim, *Vice President and  
Dean of Student Services, Reed College*

Carmen Jordan-Cox, *Vice President for  
Student Affairs, University of San Francisco*

Nancy C. Wells, *Vice President for  
Student Development, Guilford College*

Beginning with an update on the current status of women in higher education in general—and student

affairs in particular—this workshop will include a panel discussion incorporating the views of presidents and individuals who have recently served on search committees. The final segment of the program will be a panel discussion with women who have been successful candidates in recent searches for CSAO positions.

9:00am-12noon

### *Looking at the Big Picture: Using Assessment to Understand Students' Experiences*

Hyatt, Pavilion

#### Chair:

Karl L. Schilling, *Associate Dean,  
Western Program Miami University*

Using assessment to understand the educational experience of students requires a partnership between academic and student affairs. This workshop will present data from the first two years of a FIPSE-funded project seeking to compare two different approaches to liberal education (core curriculum and distribution) which include different student life approaches (academic and student life separated).

9:00am-12noon

### *On Belay! Teamwork...Leadership...*

#### *Individual Challenge—*

#### *The magic of the "Ropes Experience"*

Marriott, Colorado E & F

#### Chair:

Rod Neubert, *Assistant Union Director,  
California Polytechnic University, San Luis Obispo*

#### Presenter:

Peter Reilly, *Student Leadership Specialist,  
Cal Poly San Luis Obispo*

The viability of holistic teambuilding through structured experiences that simultaneously challenge the physical, social, mental, and emotional realm has become widely accepted. Yet, established ropes courses (e.g. settings in which stations are in place to facilitate the series of "events" that comprise the leadership development sequence) are not always available. The magic of the ropes experience will be brought to the Colorado Ballroom at the Marriott Hotel as a means of demonstrating the adaptability of the approach. Participants are asked to dress in casual/comfortable clothing and to wear tennis shoes.

# ON COMMON GROUND? THE THURSDAY PROGRAM

9:00am-12noon

## *Enhancing Leadership Effectiveness through Professional Development Activities*

*Hyatt, Parisienne*

**Chair:**

Sharon A. McDade, *Director, Institute for Educational Management, Harvard University*

As student personnel administrators move from directly supervising student activities and programs to leadership positions managing the entire student personnel enterprise, it is necessary to strengthen and expand leadership and management skills. This session will provide a review of professional development programming and guide participants in designing a personalized plan to enhance their leadership effectiveness. This session is being presented in connection with the Institute for Educational Management's twentieth anniversary (1989-90).

## AFTERNOON SESSIONS

1:00pm-4:00pm

## *Black Greeks on Predominantly White Campuses*

*Hyatt, Royal*

**Chair:**

Moses Turner, *Vice President for Student Services, Michigan State University*

This session focuses on issues related to the presence of Black Greek-letter organizations on predominantly white college campuses.

Topics include an historical perspective of these organizations, understanding the membership process and debates related to the organizational structure of these groups within the university community.

The major thrust will be on sharing salient themes from the perspective of students, institutional administrators and respective leaders of Black Greek-letter organizations.

1:00pm-4:00pm

## *Cults on Campus: Meeting the Challenge*

*Hyatt, Pavilion*

**Chair:**

Ronald N. Loomis, *Director, Unions & Activities, Cornell University*

**Presenters:**

Former cult members from the Denver area

Ronald N. Loomis, Director of Unions and Activities at Cornell and President of the Cult Awareness Network, will speak about how cults recruit on campuses and why they pose a threat to students and their families. A former cult member will relate his/her personal experience. Participants will learn how cult recruitment can be cut by preventive-education programs for students, faculty and staff, how to counsel cult-impacted students and their families, and how the International Cult Education Program can help them.

1:00pm-4:00pm

## *Financial Aid for the Up-To-Date Professional*

*Hyatt, Parisienne*

**Chair:**

Larry H. Dietz, *Associate Vice Chancellor, Student Affairs, University of Missouri, Kansas City*

**Presenters:**

G. Kay Jacks, *Director, Financial Aid, Colorado State University*

James R. Craig, *Director, Financial Aid, Montana State University*

Financial aid funds over 50 % of all students enrolled in post-secondary education. At least one-third of all aid directors report to a chief student affairs administrator. Recognizing this as an issue of importance, NASPA created a liaison to the National Association of Student Financial Aid Administrators. If you are interested in learning more about financial aid issues and what we might expect from the Bush administration, plan to attend this workshop.

9:00am-4:00pm

## *Career Services*

*Hyatt, Imperial and Grand Ballrooms*

10:30am-12noon

## *Community College Task Force Meeting*

*Marriott, Colorado H*

## *Graduate Preparation Programs*

*Task Force Open Hearings, Marriott, Colorado B*

The Task Force invites testimony from members of the profession regarding professional preparation programs and recruitment of people to the student affairs/student personnel profession.

# ON COMMON GROUND? THE THURSDAY PROGRAM

10:30am-12:30pm

Governmental Relations Task Force Meeting  
*Marriott, Colorado I*

Interassociation Task Force on Intercollegiate  
Athletics Meeting, *Marriott, Colorado J*

Planning Session for Regional Network Coordinators  
of Women in Student Affairs Task Force  
*Marriott, Colorado D*

12noon-1:00pm

New Professionals Task Force Meeting  
*Marriott, Colorado C*

Policy Issues Task Force Meeting  
*Marriott, Colorado G*

12noon-4:00pm

Exhibits Open, *Marriott, Denver Ballroom*

12:15pm-1:15pm

Ethnic Minority Task Force Meeting  
*Hyatt, Moulin Rouge*

1:00pm-2:30pm

Open Meeting for Chiefs, *Hyatt, Florentine*  
President Tom Goodale will host an informal round-table for CSAO's. A good chance to compare notes on campus issues.

1:00pm-3:00pm

Region IV-W Advisory Board Meeting  
*Marriott, Pomeroy*

2:00pm-3:30pm

Region IV-E Advisory Board Meeting  
*Marriott, Region IV-E Suite*

3:00pm-4:00pm

“First-Timers,” Reception and Orientation  
*Hyatt, Moulin Rouge*

Reception For Doctoral Colloquium Participants  
*Hyatt, Gold Room.*

All preparation program faculty are cordially invited to attend.

4:30pm

Opening Session, Keynote Address

Dr. John Brooks Slaughter,  
*President, Occidental College*

“*Quality and Equality in Higher Education*,”  
*Marriott, Colorado Ballroom*

Past president of the National Science Foundation, chair of the President's Commission of the NCAA, and former President of the University of Maryland, Dr.

Slaughter has devoted his career to providing equal opportunity in employment, housing and social services.

*The opening session and reception have been made possible by a grant from the Adolph Coors Company.*

6:00pm

Opening Reception and Exhibits,  
*Marriott, Prefunction Area and Denver Ballroom*

7:00pm-8:00pm

Late Arrivers' Registration  
*Marriott, Prefunction Area*

7:00pm-9:00pm

Southern Illinois University Reception  
*Marriott, Region IV-E Suite*

7:30pm-9:30pm

Task Force on Gay, Lesbian and Bisexual  
Concerns Reception, *Hyatt, Pavilion*

7:30pm and 10:00pm

Special Entertainment  
*Hyatt, Moulin Rouge Theater*

7:30pm Jude Narita

“*Coming into Passion: Songs for a Sansei*”

10:00pm Michael Kearns  
“*An Artist Confronts Aids*”

7:30pm-12midnight

Region I Hospitality, *Hyatt, Region I Suite*

9:00pm-10:30pm

NASPA/ACE Institute Class of 1988 Reunion  
(Listen for the Bell!) *Hyatt, Royal Room*

9:00pm-11:00pm

Region III Hospitality, *Hyatt, Region III Suite*

Region V and Friends Open House  
*Marriott, Region V Suite*

Region VI Hospitality, *Hyatt, Region VI Suite*

9:00pm-11:30pm

Region IV-W Hospitality  
*Marriott, Region IV-W Suite*

# ON COMMON GROUND? THE FRIDAY PROGRAM

7:00am-8:15am

Region II Advisory Board Meeting  
*Marriott, Region II Suite*

Region III Chiefs Continental Breakfast  
*Hyatt, Region III Suite*

Region IV-E Chiefs Continental Breakfast  
*Marriott, Region IV-E Suite*

Region IV-W Chiefs Continental Breakfast  
*Marriott, Region IV-W Suite*

Region V Advisory Board Meeting  
*Marriott, Region V Suite*

Region VI New Professionals Breakfast  
*Hyatt, Region VI Suite*

Career Development and Professional Standards  
Division Meeting, *Marriott, Pomeroy*

NASPA JOURNAL Editorial Board Meeting  
*Marriott, Goldcoin*

NASPA Monograph Board Meeting, *Hyatt, Gold*

Membership Services Regional Coordinators Meeting  
*Hyatt, Vista*

Masters Level Case Study Competition Orientation,  
*Marriott, Silverheels*

7:30am-8:00am

Ethics Group Discussion Leaders Orientation  
*Marriott, Penrose*

7:30am-8:15am

Case Study Competition Judges' Orientation  
*Marriott, Nat Hill*

7:30am-8:30am

Region I Chiefs Continental Breakfast, *Hyatt, Region I Suite*

7:30am-9:00am

Jewish Professionals Caucus Meeting  
*Hyatt, Parisienne*

8:00am-12noon

Conference Registration, *Marriott, Prefunction Area*

8:00am-5:00pm

Hospitality, *Marriott, Matchless*  
*Hyatt, Board Room*

8:30am-9:30am

**ETHICS PLENARY SESSION**

*Marriott, Colorado E and F*

*Personal and Professional Ethics:  
Implications for Us as Teachers,  
Learners, and Administrators*

A Panel Presentation featuring:

**Dr. Patricia King**  
*Associate Professor,  
Department of College Student Personnel  
Bowling Green State University*

*Strategies for Teaching Ethics  
and Ethical Decision-Making*

A teacher, administrator and private consultant, Dr. King specializes in values formation, reflective judgment and student development.

**Dr. Karen Strohm Kitchener**  
*Associate Professor and Training Director of  
the Counseling Psychology Program,  
University of Denver*

*Ethics as a Driving Force in Our Personal  
and Professional Lives*

Dr. Kitchener has authored several articles on reflective judgment and ethical principles and has developed a model of ethical decision-making.

**Dr. Joseph Olander**  
*President,  
The Evergreen State College  
Ethics: An Institutional Perspective*

A prolific author, Dr. Olander formerly served as Vice President of Academic Affairs at the University of Texas in El Paso and Executive Vice President of Florida International University in Miami.

9:00am-1:30pm

*Exhibits, Marriott, Denver Ballroom*

9:00am-5:00pm

*Career Services  
Hyatt, Imperial and Grand Ballrooms*

9:30am-10:00am

**Break**  
*(No Host Coffee/Food Carts Available)*

# ON COMMON GROUND? THE FRIDAY PROGRAM

10:00am-10:50am

## ETHICS BREAKOUT SESSIONS

Breakout Reaction Groups  
with invited facilitators

TOPIC I:

*Teaching Ethics, Marriott*

*Colorado G:*

Francine Madrey

*Vice President, Student Affairs*

*Johnson C. Smith University*

*Colorado H:*

Scott Rickard

*Sr. Research Associate*

*University of Maryland, Baltimore City*

*Colorado I:*

George Taylor

*Vice President, Student Affairs*

*California State University, L.A.*

*Colorado J:*

Denise Thompson

*Dean of Students, Lewis and Clark College*

TOPIC II:

*Personal and Professional Ethics, Hyatt*

*Vista:*

Dana Burnett

*Vice President, Student Services*

*Old Dominion University*

*Parisienne:*

Linda Mahan

*Vice President, Student Affairs*

*University of Montevallo*

*Royal:*

Deborah Hunter

*Assistant Professor, University of Vermont*

*Florentine:*

Don Adams

*Vice President, Student Life, Drake University*

TOPIC III:

*Institutional Ethics, Marriott*

*Colorado A:*

Lyle Gohn

*Vice Chancellor, Student Services*

*University of Arkansas, Fayetteville*

*Colorado B:*

Art Sandeen

*Vice President, Student Affairs*

*University of Florida*

*Colorado C:*

Sue Weitz

*Vice President, Student Life, Gonzaga University*

*Colorado D:*

Elliot Garb

*Assistant Chancellor Student Affairs,*

*University of Wisconsin, Eau Claire*

11:00am-12noon

## Interaction with the Ethics

### Featured Speakers

TOPIC I:

Dr. Patricia King

*Marriott, Colorado F*

TOPIC II:

Dr. Karen Strohm Kitchener

*Hyatt, Moulin Rouge*

TOPIC III:

Dr. Joseph Olander

*Marriott, Colorado E*

12noon-1:15pm

## Writing for the NASPA Journal, Hyatt, Royal Room

12noon-1:30pm

## Golden Key National Honor Society Luncheon,

*Hyatt, Region III Suite*

12:15pm-1:15pm

## IDEA BREAKS

No Host Lunch Carts, *Marriott*

## Professional Development Through Secondary Assignments

*Marriott, Colorado A*

Program Chair:

Karen A. Ditzler, *St. Mary's University*

Program Presenter:

Dan Smith, *St. Mary's University*

Professional development is difficult for student development professionals on small campuses. The Office of the Dean of Students at St. Mary's University has developed a "secondary assignment" program that allows residence life professional staff to experience

various areas outside residence life. This program will include an outline of this tool, job descriptions for each of the secondary assignment areas, suggestions for starting a program similar to this, and interaction on programs developed at other institutions.

### ***Integrating and Uniting the Greek System***

*Marriott, Colorado B*

**Program Chair/Presenter:**

**Leslie K. Bates, Eastern Michigan University**

This session will describe the step-by-step process utilized to integrate and unite Black and White fraternities and sororities into a Greek Council which oversees and governs activities of Greek letter organizations at Eastern Michigan University.

### ***Direction of the Women's Network***

*Marriott, Colorado C*

**Program Chair:**

**Dorothy Knoll, Fort Hays State University**

**Program Presenter:**

**Carol Spring, University of Missouri, Kansas City**

The action plan for the Women in Student Affairs Network Task Force will be discussed. In addition, specific information on women's involvement in NASPA over the last three years will be presented. NASPA salary study will be discussed as broken down by sex. Feedback from the audience on future direction will be solicited.

### ***Developmental Programming for Residential Students: One Approach***

*Marriott, Colorado D*

**Program Chair/Presenter:**

**Michael Stokes**

***University of North Carolina, Greensboro***

Using Chickering's theory of student development, this program offers one approach to "programming for development" in residence halls. The model discussed lends itself well to assessment of the total programming effort, while maintaining an emphasis on individual development. Data collected from two residence halls, one of which followed this model, will be discussed.

### ***Addressing Diversity in a Non-Diverse Population***

*Marriott, Colorado G*

**Program Chair:**

**Micah Engber, University of Southern Maine**

**Program Presenters:**

**Marilyn Kane-Breton, University of Southern Maine**

**Helen Gorgas, University of Southern Maine**

The concept of appreciating differences has been a topic of concern within student affairs for years. It is difficult, however, to address this issue in a population that seems to lack diversity. The University of Southern Maine has developed techniques for dealing with this situation. Programs have been developed to challenge students' values on both the individual and small group level. This session is designed to share and discuss ideas regarding this concept.

### ***How Liberal Minded Can You Be at a Conservative Campus?***

*Marriott, Colorado H*

**Program Chair:**

**Dean L. Bresciani, University of Minnesota, Morris**

**Program Presenter:**

**Kay McMinn, College of St. Thomas**

Entry level through seasoned student affairs practitioners must invariably face questions of both professional and personal ethics, a situation which can be even more difficult in conservative-campus settings. Dealing with the divergence between institutional and personal perspective will be the focus of this participation oriented session. Focusing on creative solutions, compromises, and coping strategies, participants will be asked to share and will be provided with parameters for dealing with controversial conservative-campus issues.

### ***Making Diversity Work: Overcoming Prejudice with Pride***

*Marriott, Colorado I*

**Program Chair/Presenter:**

**Carolyn Starr Karen**

***Douglass College/Rutgers University***

This idea break will provide participants with the opportunity to experience a cross-cultural workshop developed by members of the Douglass College Department of Student Life for leadership training. During the break participants will isolate various aspects of their own cultural backgrounds and learn to appreciate both commonalities and differences with others. This program has been well received by students because it is fun and non-threatening. It has been particularly effective in enabling whites to recover parts of their pasts and to finally understand that cultural diversity means them, too! Come and enjoy!

## *Child Care Collaboration Possibilities in University Settings*

*Marriott, Colorado J*

Program Chair:

Dorothy Siegel, *Towson State University*

Program Presenter:

Harriet Douthiert, *Towson State University*

Discussion of the development of programming around strategies which promote complimentary usage of University talent and facilities while ensuring community financial support to the institution until the program itself can become self-sufficient.

## *Recruitment—A Partnership in Action*

*Marriott, Goldcoin*

Program Chair:

Linda Dayton, *Johnson County Community College*

Program Presenter:

Pat Long, *Johnson County Community College*

Recruitment is a campus-wide responsibility and in this session you will hear how one school developed partnerships both on and off campus through the implementation of a Recruitment Committee. Specific recruitment strategies will be discussed and a recruitment handbook will be distributed. Time for sharing and audience participation will also be allowed.

## *Spring Fling! A Campus Partnership*

*Marriott, Pomeroy*

Program Chair/Presenter:

Alice Sivulich, *Duquesne University*

An Organizational Communications class works in cooperation with the Department of Programs and Activities to develop Spring Fling, a week of campus wide activities and special programs. This partnership between an academic department and a student affairs department results in a major week long campus wide event. This idea break gives an overview, with appropriate handouts, of a very successful exercise of practical application of classroom theory enhancing student life at Duquesne University.

## *Commuter Students: The Mobile Majority*

*Marriott, Penrose*

Program Chair:

Ron Wisner, *University of Colorado, Colorado Springs*

Program Presenter:

Barbara Jacoby, *University of Maryland, College Park*

Commuters comprise more than 80 percent of all college students, yet most institutions are insensitive to the special needs—and strengths—of these students who come from very diverse backgrounds. Representatives from NASPA's Commuter Task Force and the National Clearinghouse for Commuter Programs will present innovative program ideas, discuss the CAS standards and guidelines for commuter student program and services, and connect participants with others who are trying to address the special characteristics of commuters.

## *Ethical Considerations in Forced Placement*

*Marriott, Nat Hill*

Program Chair:

Mark Ames

*Oklahoma State University, Technical Branch*

Program Presenter:

Jim Utterback, *University of Northern Colorado*

Most community colleges now "strongly suggest" or require underprepared students to take non-credit developmental programs based on placement tests. The tests are often of dubious validity having been developed internally, designed for different purposes, or normed on different populations. While the impact of remedial programs on college success is highly questionable, the negative effects of forced academic placement have yet to be determined. Ethical issues in forced academic placement are discussed. A pilot project at Oklahoma State University Technical Branch utilizing the computerized "Enhanced ASSET" is presented.

## *Innovations in Athletic Academic*

### *Support Programs*

*Marriott, Silverheels*

Program Chair:

Michael Sfraga, *University of Alaska, Fairbanks*

Program Presenters:

G. Lynn Lashbrook, *University of Alaska, Fairbanks*

Stephen Roth, *Canisius College*

The program will explore the issues of academic support services for student athletes and strategies to address those issues. The Office of Student Affairs utilizes a wide range of campus resources in its support efforts. Faculty, staff and students play an integral role in this program. In addition, academic standards for participation/aid have been raised and an emphasis has been placed on student's responsibility for his or

# ON COMMON GROUND? THE FRIDAY PROGRAM

her own educational experience. Student athletes at UAF have made significant academic progress since the program's inception.

1:30pm-2:45pm

## INTEREST SESSIONS, *Marriott and Hyatt*

### ***Managing AIDS on Campus:***

#### ***Challenges and Strategies***

*Marriott, Colorado A*

#### **Program Chair:**

Richard P. Keeling, *University of Virginia*

#### **Program Presenters:**

Leonard Goldberg, *University of Richmond*

C. Arthur Sandeen, *University of Florida, Gainesville*

J. Robert Wirag, *University of Texas, Austin*

This program will promote and model leadership in managing the multiple issues of AIDS on campus. An update of current knowledge concerning the impact of HIV infection in higher education will be followed by a panel discussion, in which speakers from a variety of colleges will relate individual campus characteristics to likely problems and possible strategies. Thereafter, small group sessions will use an experiential, discussion format to develop consensus about effective approaches in each campus setting.

### ***Student Services Professionals***

#### ***Role Modeling Values***

*Marriott, Colorado B*

#### **Program Chair:**

Paul E. Eickmann, *Syracuse University*

#### **Program Presenter:**

Hanna R. Waggoner, *Syracuse University*

Role modeling is an effective way to educate students in values. Since student services personnel serve as role models for students and colleagues, studies were undertaken, both locally and nationally, to identify and prioritize values held by student services personnel. This session presents the results of both studies.

### ***Ethics—The Student Development Myth***

*Marriott, Colorado C*

#### **Program Chair:**

Bill Donohue, *University of South Dakota, Vermillion*

#### **Program Presenters:**

Jerry Marczynski, *University of South Dakota*

Tom Kelly, *University of Pennsylvania*

There is a comforting assumption that leadership involvement is good for students; that it matures students in all aspects and they emerge from substantial collegiate responsibility with more ability to function with higher levels of thought and care. This program features reports from two doctoral thesis and one statewide research project on private and public college student leaders suggesting it may not be so. From freshman football players to student body presidents and judicial board chairs, the program explores what really does improve and impede ethical development.

### ***Preparing Leaders for 2010:***

#### ***Faculty/Practitioner Perspectives***

*Marriott, Colorado D*

#### **Program Chair:**

Judy L. Rogers, *Miami University*

#### **Program Presenters:**

Michael Reger, *South Dakota State Univ., Brookings*

John Smeaton, *Lehigh University*

The conceptualization of effective leadership is changing from that of "hero-planner" to "meaning-maker" (Sergiovanni, 1987). The implications for the preparation of leaders for student affairs is significant. The purposes of this program are to present research data which identify the dominant models-in-use for leadership development in student personnel preparation programs and secondly, to analyze from the practitioner's perspective, the value and appropriateness of these models for the future of our profession.

### ***Reconciling Freedom of Expression***

#### ***with Racial Sensitivity***

*Marriott, Colorado G*

#### **Program Chair:**

Felice Dublon, *The School Of The Art Institute Of Chicago*

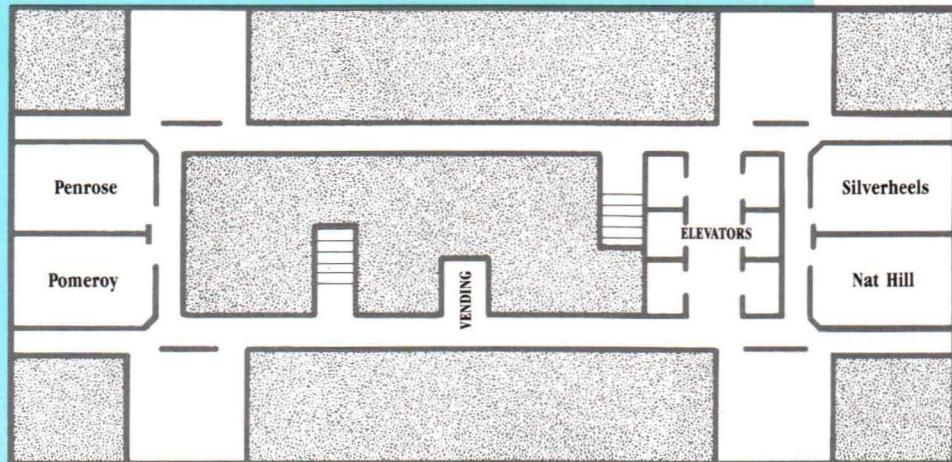
#### **Program Presenter:**

W. Clarke Douglas, *The University Of Illinois At Chicago*

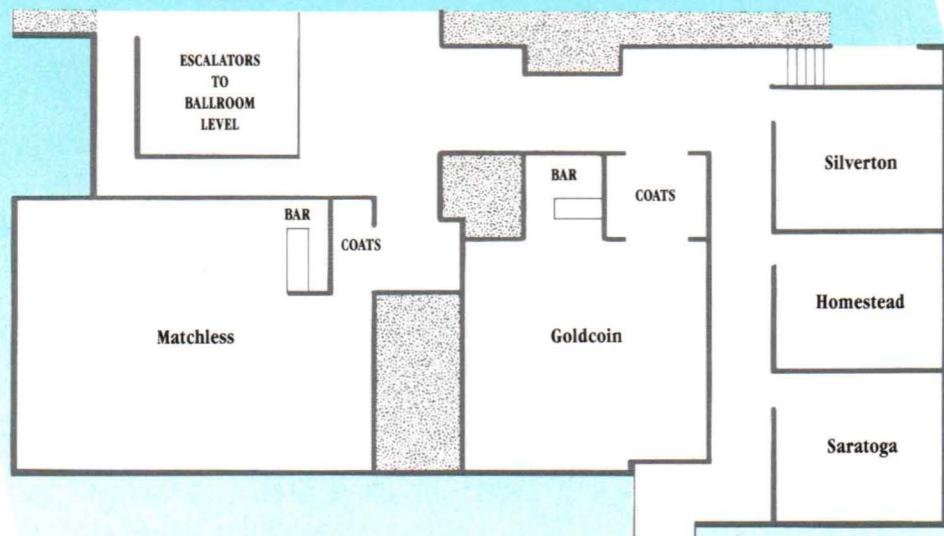
Colleges have witnessed a rash of racially charged incidents, while also hearing cries in defense of freedom of expression. This was illustrated at The School Of The Art Institute Of Chicago where a student painting depicting the late mayor Harold Washington was forcibly removed by local authorities because it was deemed offensive to the black community. This presentation will demonstrate how Student Affairs professionals can help reconcile issues of freedom of speech with racial sensitivity.

# THE MARRIOTT FLOOR PLAN

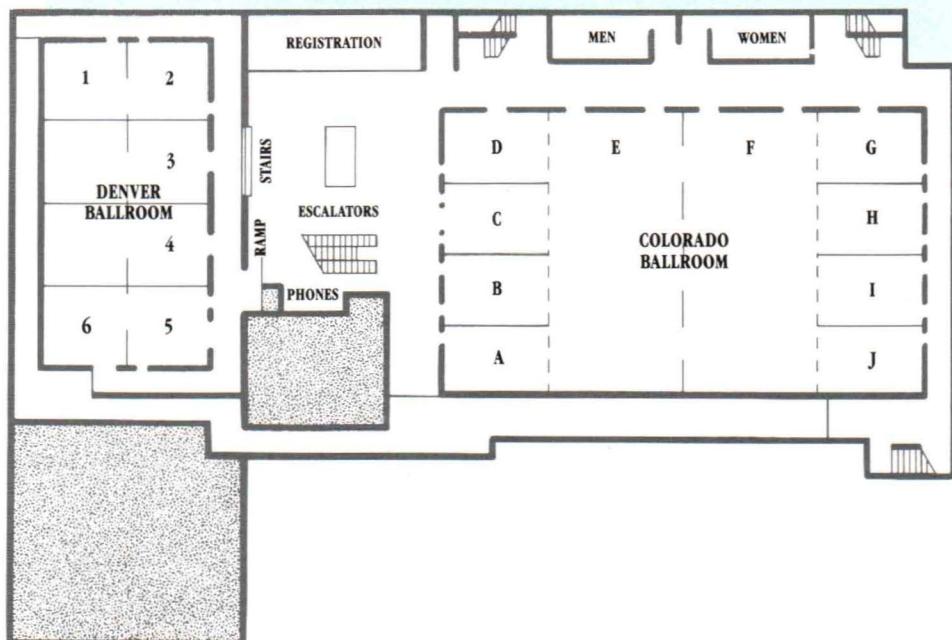
THIRD FLOOR



SECOND FLOOR



GROUND FLOOR



# NASPA CONFERENCE PLANNER

Use the planner below to finalize your schedule for *On Common Ground? Sharing Visions-Sharing Realities*. We've included a special highlight of each of our major speakers that you won't want to miss at the conference. Enjoy your time at NASPA and in Denver.

## THURSDAY, MARCH 16

Time	Session Name/Meeting	Room/Location (M-H)	Page No.
4:30pm	Opening Address	Colorado Ballroom (M)	16

## FRIDAY, MARCH 17

Time	Session Name/Meeting	Room/Location (M-H)	Page No.
8:30am	Ethics Plenary	Colorado E & F (M)	17
10:00am	Ethics Breakout		18

## SATURDAY, MARCH 18

Time	Session Name/Meeting	Room/Location (M-H)	Page No.
8:30am	Diversity Plenary	Colorado E & F (M)	29
10:00am	Diversity Breakout		29-30

## SUNDAY, MARCH 19

Time	Session Name/Meeting	Room/Location (M-H)	Page No.
11:00am	Closing Address	Colorado E & F (M)	38

## NOTES

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## MAJOR SPEAKERS



*Dr. John Brooks Slaughter*  
President  
Occidental College, Los Angeles

Thursday, March 16, 4:30p.m.  
Marriott Colorado Ballroom

Dr. Slaughter is an eminent educator who has a distinguished and varied career in higher education. Past president of the National Science Foundation and chair of the President's Commission of the NCAA, he is the recipient of honorary doctorates from 16 diverse institutions.

Dr. Slaughter is an exciting choice to keynote the 1989 *NASPA Conference*. He has a passion for higher education and throughout his career has worked to provide equal opportunity in employment, housing and social services.

In keeping with the conference theme *On Common Ground*, Dr. Slaughter will address values and knowledge as a basis for understanding diversity and ethical decision-making.



*Dr. Patricia King*  
Associate Professor  
Department of College Student Personnel  
Bowling Green State University

Friday, March 17, 8:30a.m.  
Marriott Colorado E & F

Dr. Patricia King is a noted professor on values formation, reflective judgment and student development—specifically, Perry's cognitive development theory. Coming from a background as teacher, administrator and private consultant, she is a dynamic speaker and will provide many insights on moral decision-making among young adults.

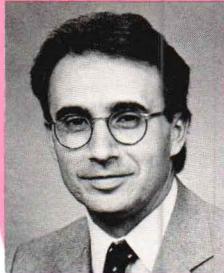


*Dr. Karen Strohm Kitchener*  
Associate Professor and  
Training Director of the  
Counseling Psychology Program  
University of Denver

Friday, March 17, 8:30a.m.  
Marriott Colorado E & F

Dr. Kitchener has developed a model of ethical decision-making and has written various articles regarding reflective judgment and ethical decisions and principles. She will challenge us to think deeply and creatively about personal and professional ethics as they affect our day-to-day lives.

## MAJOR SPEAKERS

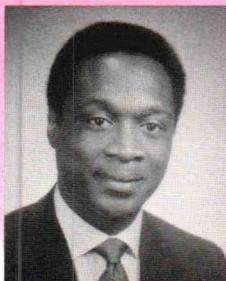


*Dr. Joseph Olander*  
President  
The Evergreen State College  
Olympia, Washington

Friday, March 17, 8:30a.m.  
Marriott Colorado E & F

Before his appointment to The Evergreen State College in January, 1985, Dr. Olander served as Vice President of Academic Affairs at the University of Texas in El Paso, Executive Vice President of Florida International University in Miami, and as Assistant Commissioner of Higher Education for the State of Florida.

Dr. Olander is author, co-author and editor of 47 books, covering science fiction and fantasy, education and political science. His current writing project is a critical commentary on quick-fix management theories and the false conception of excellence which pervades American society.



*Rev. Darryl Smaw*  
Co-founder of the Society Organized Against Racism (SOAR)  
and current doctoral candidate at the Graduate School of Education,  
Harvard University

Saturday, March 18, 8:30a.m.  
Marriott Colorado E & F

The Reverend Darryl Smaw is committed to higher education and his work to combat racism. With a reputation for having an easy rapport with students, Rev. Smaw conducts a variety of presentations and workshops concerning racism, model peer advising programs and access/retention issues for ethnic students.



*Lillian Roybal Rose*  
Counselor, Educator and Consultant  
in the area of cross-cultural communication

Saturday, March 18, 10a.m.  
Hyatt Moulin Rouge

Lillian Roybal Rose has extensive experience working as a consultant and presenting workshops in cross-cultural communication. Dynamic, personable and sensitive, she is actively involved in her community. She is exceptionally skilled in helping people of all backgrounds reclaim pride in their roots through the exploration of shared experiences.

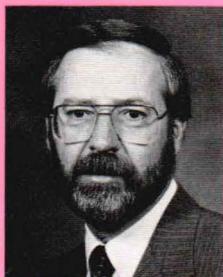


*Dr. Gladys Knott*  
Special Assistant to the President and  
Director of the Office of Minority Affairs  
Kent State University

Saturday, March 18, 10a.m.  
Marriott Colorado G, H, I & J

A woman of many talents, Dr. Gladys Knott comes from an exceptionally strong background in teaching, communication, and special education. At Kent State, she has responsibility for developing and implementing campus-wide programs that improve minority student learning, satisfaction, and retention.

## MAJOR SPEAKERS

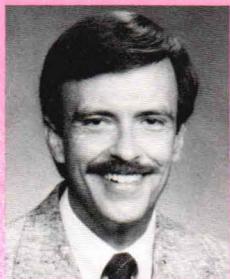


*Dr. James Banning*  
Associate Professor of Psychology  
Colorado State University

Saturday, March 18, 10a.m.  
Marriott Colorado A, B, C & D

Before returning to the classroom, Dr. Banning held the positions of Vice President for Student Affairs at Colorado State University and Vice Chancellor for Student Affairs at the University of Missouri-Columbia.

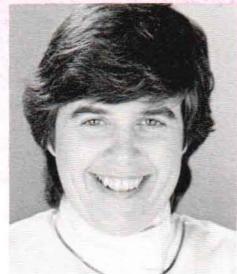
At the national level, Dr. Banning has served as the National Chairman of the Student Affairs section of the National Association of Land Grant Colleges and State Universities, as well as a member of NASPA's national board of directors.



*Dr. Richard Keeling*  
President of the American College Health Association and  
Director of Student Health Services  
at the University of  
Virginia, Charlottesville

Saturday, March 18, 1:30p.m.  
Marriott Colorado A, B, C & D

Dr. Keeling currently chairs ACHA's AIDS Task Force, is a member of the Executive Board of the National AIDS Network and serves on the Council for an AIDS Response for the state of Virginia. He has authored a large number of articles and brochures and has given numerous talks concerning AIDS on the college campus. While Dr. Keeling is most well-known for his work in the area of AIDS, he is also very concerned with the larger issue of student wellness and the responsibilities of both students and institutions to address that need.



*Dr. Lee Knefelkamp*  
Academic Dean  
Macalester College

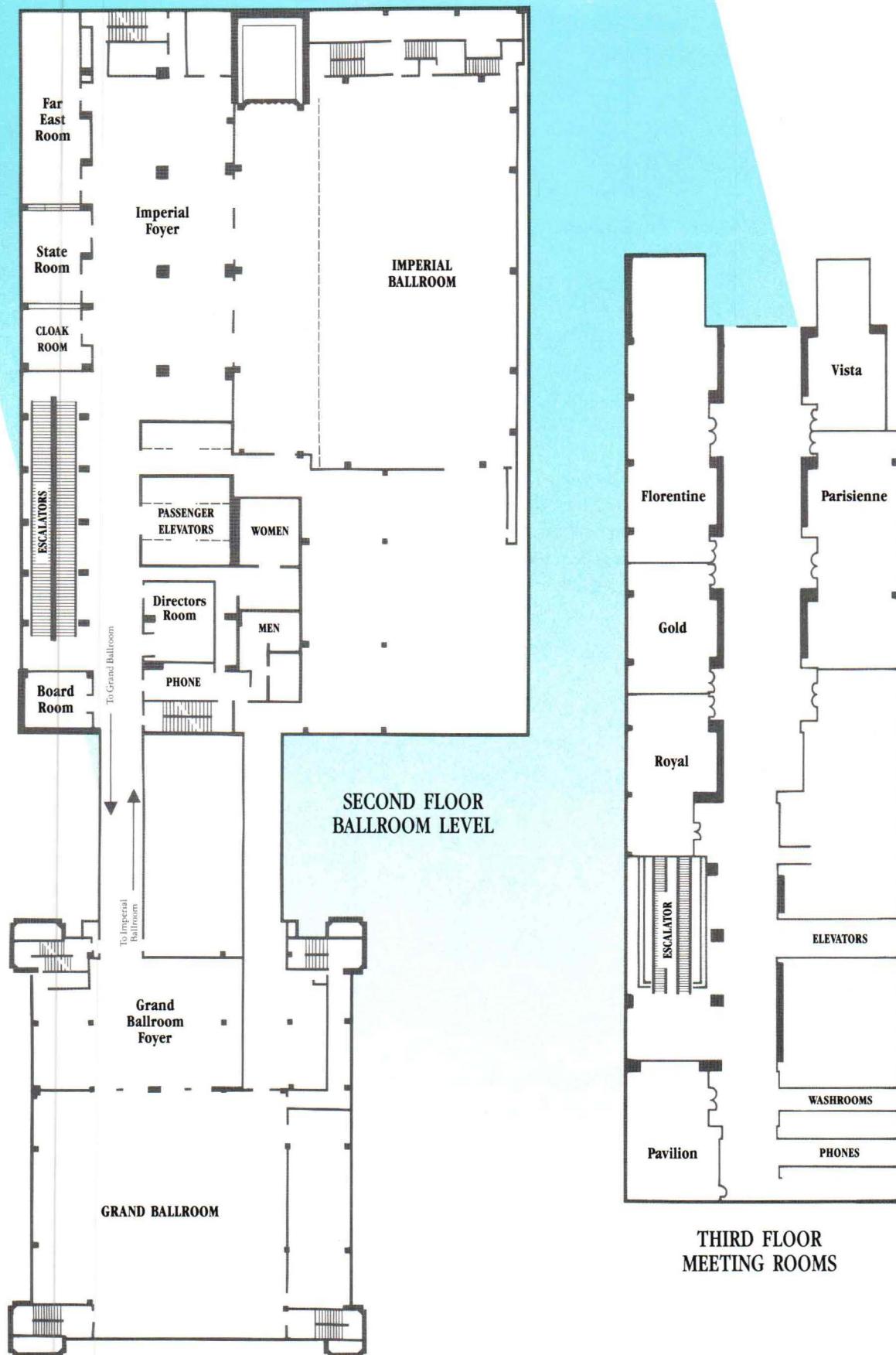
Sunday, March 19, 11:00a.m.  
Marriott Colorado E & F

Dr. Knefelkamp is a renowned professor, practitioner, consultant, speaker and author who has experience and expertise in a wide variety of areas: student development theory and practice, women in higher education, learning environments, teaching and administration.

Before her appointment at Macalester College, Dr. Knefelkamp served as the Dean of the School of Education at The American University, Chair of the Doctoral Program and Associate Professor in the Department of Counseling and Personnel Services at the University of Maryland.

The recipient of many citations and awards for her work in higher education, Dr. Knefelkamp is a distinguished choice for our closing session.

# THE HYATT FLOOR PLAN



# ON COMMON GROUND? THE FRIDAY PROGRAM

## *Improving Student Personnel Leadership Through Professional Development Marriott, Colorado H*

**Program Chair:**  
William Thomas  
*University of Maryland, College Park*

**Program Presenters:**  
Sharon A. McDade, *Institute for Educational Management, Harvard University*  
Joseph J. McGowan, Jr., *Fordham University*  
Frederick R. Preston, *SUNY Stony Brook*

Professional development programming is a key mechanism for the improvement of individual student personnel administrators and for the profession as a whole. This panel discussion will focus on ways in which professional development opportunities can have significant impact: development of a student personnel team, strengthening of ties between the chief student personnel officer and other senior administrators, renewal and invigoration of student affairs officers over a career, and development of new professionals, especially minorities.

## *Sexual Assault on Campus: What Colleges Can Do Marriott, Colorado I*

**Program Chair:**  
Gail Abarbanel, *Rape Treatment Center,  
Santa Monica Hospital*

**Program Presenter:**  
Ailen Adams, *Rape Treatment Center,  
Santa Monica Hospital*

This seminar, presented by the authors of *Sexual Assault On Campus* will provide participants with crucial information about campus rape, including examples of recent cases on campuses across the country.

The growing legal responsibilities and potential liability of colleges in these cases and recommendations regarding specific policies, programs and procedures that can be implemented to mount an effective campaign against campus rape will be provided. The program also involves a video interview with a victim.

## *Anti-Semitism on Campus: 1989 Update Marriott, Colorado J*

**Program Chair:**  
Stanley R. Levy, *University of Illinois, Urbana*

**Program Presenters:**  
Michael Ginsberg, *University of Illinois, Chicago*,  
Jeffrey Ross, *Anti-Defamation League of B'NAI  
BRITH, New York*  
Samuel R. Taube, *SUNY College of Technology,  
Farmingdale*

This program will be an update on Anti-Semitic activities on college campuses. In addition to defining Anti-Semitism and the current campus scene, specific cases will be presented; tactical procedures will be suggested; modes and media for alleviating tension will be presented. Participation will allow for suggestions to address the problems confronted in residential life, student organizations, campus political groups, and varsity athletics. Issues of law and public policy will be considered.

## *The Career Ladder for Minority Student Affairs Professionals Marriott, Goldcoin*

**Program Chair:**  
Vernon E. Haley,  
*York College/City University of New York*

**Program Presenters:**  
Barbara Henley, *Northern Illinois University*  
Charles Desmond,  
*University of Massachusetts, Dorchester*

The recruitment, training and upward mobility of minority professionals in student affairs has become a major issue on college and university campuses. This presentation conducted by chief student personnel administrators will provide a working framework to assist persons in planning and organizing a career in the profession. Key items of discussion will detail networking, mentoring, campus politics, organization and association affiliations, position searches, and developing strategies for career growth.

## *Are the Freedom Fighters Really in France? Marriott, Pomeroy*

**Program Chair:**  
Dave McIntire, *Appalachian State University*

**Program Presenters:**  
Hansford Epes, Jr., *Davidson College*  
Neal Cheek, *University of North Carolina*  
Yav Iovacchini, *University of North Carolina*

During the fall semester '88 freshman students at four colleges and universities were tested on their knowledge of world geography and international events. A

comparison of the results as well as the sharing of the instrument represent the formal part of this session. The session has been designed to be interactive. The presenters will be prepared to share their results and observations.

## *Effecting Values in Sports Using Moral Dilemmas*

*Marriott, Penrose*

**Program Chair:**

Robert J. Naples, *Cal Poly Pomona*

**Program Presenter:**

Ray Eberle, *Cal Poly Pomona*

Intercollegiate athletics often fail to support the moral development of its participants. Club sports, however, provide an expansion of opportunity for the capable athlete, and the flexibility to consider other aspects of sport, including the transmission of values. This program discusses the effectiveness of a moral education program designed for club sport participants. The presenter relates a study in which club football players are engaged in discussions of sport-specific moral dilemmas drawn directly from their sporting experiences.

## **Hardee Dissertation Of The Year:**

### *The Influence of College Residence Halls on Students: A Meta-Analysis of the Empirical Research, 1966-1985*

*Marriott, Nat Hill*

**Program Introducer:**

Carol V. Spring

*Hardee Dissertation Of The Year Award Committee*

## **1989 Award Winner:**

Gregory S. Blimling, *Louisiana State University*

The purpose of the Hardee DOTY award is to encourage high quality research relevant to the field of College Student Services Administration and the general field of Student Affairs. Awards are given annually as selected by a national reading committee comprised of student affairs administrators and higher education faculty.

## *Reducing Vandalism on College Campuses*

*Marriott, Silverheels*

**Program Chair:**

Sheila Curtin, SUNY—Stony Brook

**Program Presenter:**

Lee Brossot, SUNY—Stony Brook

According to a 1984-85 study at the University of

Maryland, institutions surveyed said that they experienced damages totaling \$5,000 to \$163,000 per year. Many institutions experience much higher costs due to variance in cost of labor and supplies. As a result of a merger between Residence Life and Physical Plant at SUNY—Stony Brook, a system was developed to recover money lost due to vandalism. To accomplish this, a multidisciplinary approach was developed which involves many segments of the campus population. This presentation will detail that model.

## *Cultural Pluralism: The Gay Student on Campus*

*Hyatt, Parisienne*

**Program Chair:**

Peggy Elder, *New Mexico State University*

**Program Presenters:**

Robert Gentry, *University of California, Irvine*

Jo Ruprecht, *New Mexico State University*

Michael Callahan, *New Mexico State University*

Mary Lou Fenili, *University of Colorado, Denver*

Three student affairs professionals, a faculty member, and a student share perceptions of campus life for the “invisible minority.” Program participants may share their perceptions and gain knowledge and understanding about the “invisible minority” experience and what it means to be Gay, Lesbian, and Bisexual on college campuses. This is a unique look at the various forces at work within society and higher education and their impact upon students, faculty, and staff who are Gay, Lesbian, or Bisexual.

## *Feminine Leadership: A Liberating Resource for the Profession's Future*

*Hyatt, Pavilion*

**Program Chair/Presenter:**

Vicky L. Triponey

*University of Virginia, Charlottesville*

The differences between “feminine” and “masculine” leadership as described in the literature and as found through the personal experience of the program participants will be explored. The focus will be on developing an understanding of the concept of feminine leadership at a personal and organizational level. Participants will explore the feasibility of accepting feminine leadership, not in place of, but in addition to, masculine leadership as a liberating resource for the student affairs profession which would enable feminine and masculine leadership to work hand-in-hand to confront the issues of the nineties.

## *Common Ground with Faculty?*

### *Forging Partnerships*

*Hyatt, Royal*

**Program Chair:**

Alice A. Mitchell, *Allegheny College Program*

**Program Presenter:**

Maria Roof, *Howard University*

Student affairs practitioners frequently assume a common ground of shared values with faculty and are dismayed by faculty actions reflecting very different goals. Few analyses have examined underlying perspectives explaining shared *and* unshared realities. We will present video tapes for group analysis and demonstrate a model for identifying faculty perspectives on a 14-part continuum. With this model, student affairs professionals can capitalize on similarity and diversity and turn relationships with faculty into partnerships among colleagues.

## *Ethical Dilemmas in Higher Education:*

### *Rape, Racism, and AIDS*

*Hyatt, Gold*

**Program Chair:**

Lynne M. Bejoian, *University of Southern California*

**Program Presenters:**

Shannon Ellis, *University of Southern California*

Ethical dilemmas are not new to the higher educational setting. Their substance does, however, change. This workshop will address three current issues facing college students and student affairs administrators: campus rape, racism, and AIDS. A panel of student affairs administrators from a variety of institutions will discuss a number of actual scenarios that exist on today's campuses.

## *Socialization of New Professionals*

*Hyatt, Florentine*

**Program Chair:**

Doug Oblander, *Butler University*

**Program Presenters:**

Robert Thomas, *Westminster College*

Sarah Westfall, *Carleton College*

George Kuh, *Indiana University*

The results of intensive case studies of the experiences of three entry-level professionals conducted during the 1987-88 academic year will be presented. Discussion will include the way in which new professionals learn about the organization and from whom they learn. A

panel composed of a preparation program faculty member, a new professional, and an experienced practitioner will react to the results, with discussion following.

## *Women in Blue Collar Careers:*

### *Traditional vs. Non-Traditional Choices*

*Hyatt, Vista*

**Program Chair/Presenter:**

M. Kate Murphy, *Michigan State University*

In spite of legislation supporting alternative choices, and the likelihood that alternative career choices offer a higher income potential, women have continued to make sex-typed career choices. This dissertation study, conducted during the 1987-88 academic year, examined this phenomenon among non-transfer women in Michigan community colleges. The study attempted to develop a profile of women who are more likely to make sexually atypical career choices.

## *Careers in Crisis: The Ethical Dilemmas of Forced Resignations and Terminations*

*Hyatt, Moulin Rouge*

**Program Chair:**

Dennis C. Golden, *University of Louisville*

**Program Presenters:**

William Larkin, *Widener University*

William Fuller, *Thiel College*

A panel of Chief Student Affairs Officers will describe their experiences with the administrative, financial, employment, ethical, and moral dilemmas resulting from forced resignations or terminations. They will share principles, practices, and procedures for survival and re-entry into the profession.

*3:00pm-4:30pm*

## **REGIONAL BUSINESS MEETINGS, Marriott**

Region I:	<i>Colorado A:</i>	Paula Rooney, Presiding
Region II:	<i>Colorado B:</i>	Marsha A. Duncan, Presiding
Region III:	<i>Colorado C &amp; D:</i>	Thomas D. Myers, Presiding
Region IVE:	<i>Colorado G:</i>	Joan M. Claar, Presiding
Region IVW:	<i>Colorado H:</i>	Ronald Beer, Presiding
Region V:	<i>Colorado I:</i>	Sue Weitz, Presiding
Region VI:	<i>Colorado J:</i>	Sharyn Slavin, Presiding

3:00pm-4:15pm

## INTEREST SESSIONS, *Hyatt*

### *Entry Level Minorities—Where Are They And Why?*

*Hyatt, Parisienne*

**Program Chair/Presenter:**

Marshall Edmonds, *Syracuse University*

This presentation will discuss the findings of a survey pertaining to minority staffing patterns and recruitment efforts at various institutions nationwide. The presentation will also involve a discussion of why there has been a drastic decrease in minorities entering the student affairs field, and an increase in the number of minorities leaving the field.

### *Ethical Decision Making:*

#### *Developmental Theory and Practice*

*Hyatt, Pavilion*

**Program Chair:**

Timothy R. McMahon, *Washington State University, Pullman*

**Program Presenter:**

Barbara A. Panzl, *Washington State University, Pullman*

This program utilizes the developmental theories of Lawrence Kohlberg and Carol Gilligan to examine the theoretical foundations of ethical decision making. Using the models of Rest, Kitchener, and Krager, it is possible to translate developmental theory into practice. These models can be used by students and staff to discuss the ethical implications of a decision prior to its implementation. Finally, specific program ideas designed to enhance decision-making skills will be shared.

### *Beyond 'Entry-Level:'*

#### *Challenging the Veteran Professional*

*Hyatt, Royal*

**Program Chair:**

Deborah Orr May, *The University Of Michigan*

**Program Presenter:**

Simone Himbeault Taylor, *The University of Michigan*

Much attention is given to orienting and training new, entry-level staff members. But what happens after year one? How can staff remain attuned to emerging theory and be challenged enough to stay on board even though organizational charts may suggest limited opportunities for advancement? This presentation will include both administrative and programmatic strate-

gies that have proven to be successful in meeting the unique needs of mid-level, experienced staff and upgrading the quality of office programs.

### *Urban Context: Common Ground for the Training of Student Affairs Professionals*

*Hyatt, Gold*

**Program Chair:**

Dale T. Adams, *University of Louisville*

**Program Presenter:**

Donald Gehring, *University of Louisville*

The presenters will give an overview of the current demographics of senior level institutions in 50 major urban centers of the United States. Having established the urban context of higher education, changes in training and development of student affairs professionals to prepare for service in the urban context will be suggested. Special attention will be given to preparation for program development with multi-cultural and nontraditional students. Issues peculiar to urban environment will be identified.

### *Why Gilligan Isn't Enough*

*Hyatt, Florentine*

**Program Chair:**

Shannon E. Ellis, *University Of Southern California*

**Program Presenter:**

Erica Glynn, *Mundelein College*

The dearth of female-oriented student development theory since Gilligan's *In a Different Voice* (1982) has become increasingly apparent as women become the majority on campus. Colleges and universities continue to struggle with issues regarding the special needs of students, and college women in particular. What is lacking is a shared institutional vision that provides a foundation for developing women students in conjunction with campus goals and services. This workshop will empower student affairs professionals to go beyond existing theory in the creation and application of a development model regarding female students particularly suited to the institution's specific campus environment. Original research from all-female, coed, varied size, and public, private, and parochial institutions will be utilized.

### *Sharing Visions:*

#### *Integrating Academic and Residential Programs*

*Hyatt, Vista*

**Program Chair:**

A. Christine Malinowski

*University Of California, Los Angeles*

# ON COMMON GROUND? THE FRIDAY PROGRAM

## Program Presenter:

Jack Gibbons, *University of California, Los Angeles*

Increased academic competition, a decline in students academic skills and university pressure for better recruitment and retention has resulted in a cooperative effort between UCLA Housing and Academic Affairs. They have developed and implemented existing programs and a long range master plan for integrating academic and residential programs. This program supports academic success through faculty involvement, departmental liaisons, environmental engineering, shared resources and administrative support. This presentation will highlight the program's components.

## *Freedom of Expression and Racial Harassment Policies on Campus*

*Hyatt, Moulin Rouge*

## Program Chair:

Gary Pavela, *University of Maryland, College Park*

## Program Presenter:

Sally Cole, *Stanford University*

This program will focus on the law and policy issues associated with the development of campus "racial harassment" policies. A case study and sample policies will be discussed. Participants will also be provided with an outline of relevant case law pertaining to both public and private institutions of higher education.

*4:00pm-6:30pm*

*Exhibits, Marriott, Denver Ballroom*

*4:00pm-7:00pm*

*UNC/CSPA Alumni Faculty Seminar*  
*Hyatt, Bowen/Kinnick Suite*

*4:30pm-5:30pm*

*Low Impact Aerobics, Marriott, Goldcoin*

*5:00pm*

*President's Reception: "A Celtic Celebration"*  
*Marriott, Colorado E & F*

*6:30pm-7:30pm*

*Stony Brook Alumni and Friends Reception*  
*Hyatt, Pavilion*

*Region VI Joint Executive Committee Meeting*  
*Hyatt, Region VI Suite*

*Christian College Coalition Dinner, Hyatt, Gold*

*6:30pm-8:00pm*

*Oregon State University Alumni and Friends Reception, Marriott, Region V Suite*

## Indiana University Alumni and Friends Reception

*Marriott, Colorado G*

## Small College and University Task Force Reception

*Hyatt, Florentine*

## The Ohio State University Social Hour

*Marriott, Colorado H*

## IEM/MDP Alumni Reception

*Marriott, Colorado J*

*6:30pm-8:30pm*

*Miami University (Ohio) Friends Alumni Reception*  
*Hyatt, Parisienne*

## Alumni and Friends of Bowling Green State University: *A Toast to Sadds*

*Hyatt, Moulin Rouge*

*6:30pm-9:00pm*

*Women in Student Affairs Task Force Reception*  
(co-sponsored by Whittle Communications)  
*Marriott, Colorado D*

## Teachers College, Columbia University

*Marriott, Colorado B*

## Fraternity-Sorority Task Force Meeting

*Marriott Pomeroy*

*7:00pm-9:00pm*

*Michigan State University Reception*  
*Marriott, Colorado A*

*7:30pm-10:00pm*

*Christian College Coalition Workshop*  
*Hyatt, Royal*

*8:00pm-9:00pm*

*Ethnic Minority Task Force Reception*  
*Marriott, Colorado C*

*8:00pm—*

*Region I St. Patrick's Day Celebration*  
*Hyatt, Region I Suite*

*9:00pm-11:00pm*

*Region II Hospitality, Marriott, Region II Suite*

*Region V and Friends Open House*

*Marriott, Region V Suite*

*Region VI Hospitality, Hyatt, Region VI Suite*

*9:00pm-midnight*

*Rocky Mountain Stomp,*  
Featuring the Terry Pirkle Band  
*Marriott, Colorado E and F*

# ON COMMON GROUND? THE SATURDAY PROGRAM

7:00am-8:15am

Region V New Professionals Continental Breakfast  
*Marriott, Region V Suite*

President's Continental Breakfast for Women Chiefs  
*Marriott, Presidential Suite*

7:00am-9:00am

Student Affairs and the Adult Learner  
Task Force Meeting, *Hyatt, Vista*

7:30am-8:15am

Region VI Chiefs Continental Breakfast  
*Hyatt, Region VI Suite*

Commuter Task Force Breakfast  
*Hyatt, Royal*

7:30am-8:30am

Masters Level Case Study Competition  
Participants' Continental Breakfast  
*Hyatt, Gold*

8:30am-9:30am

**DIVERSITY PLENARY SESSION**  
*Marriott, Colorado E and F*

*'Diversity: Discovering Similarities, Celebrating Differences'*

Featured Speaker:  
Rev. Darryl Smaw  
*Society Organized Against Racism*

Committed to combatting racism, the Rev. Smaw presents workshops on model peer advising programs and access/retention issues for ethnic students.

*The plenary session has been supported by a grant from The Miller Brewing Company.*

9:00am-1:00pm

Career Services  
*Hyatt, Imperial and Grand Ballrooms*

9:00am-1:30pm

Exhibits, *Marriott, Denver Ballroom*

9:00am-4:00pm

Masters Level Case Study Competition  
*Hyatt, Gold*

Judges:  
Carmen Neuberger, *Dickenson College*  
N. Lee Upcraft, *Pennsylvania State University*  
William Schuerman, *University of Dayton*  
This competition provides teams of graduate students

(two presenters) at the masters level the opportunity to present and defend a position developed from analysis of a student affairs case study which focuses on an issue of racism in a university setting. A panel of judges reflects upon the teams' efforts to translate theory into practice, and through exchange considers the implications of their findings. The successful competitors will each receive a one-year subscription to the Jossey-Bass series *New Directions in Student Services*. In addition, an engraved plaque will be awarded to the institution which they represent.

9:00am-5:00pm

Hospitality  
*Marriott, Matchless Hyatt, Board Room*

9:30am-10:00am

Break No Host Food Carts Available

10:00am-11:45am

**DIVERSITY BREAKOUT SESSIONS**  
*Marriott and Hyatt*

TOPIC I:

*'The Effect of Diversity on Institutional Policies, Decisions, and Values'*  
*Marriott, Colorado A, B, C and D*

A Panel Chaired by Dr. James Banning  
*Associate Professor of Psychology,*  
*Colorado State University*

Dr. Banning brings the perspective of his former positions as the National Chairman of the Student Affairs section of the National Association of the Land Grant Colleges and State Universities and as a member of NASPA's national board of directors to this discussion.

Panelists:

Samuel D. Johnson, *City College of New York*  
Elaine P. Adams, *Texas A & M University*  
Peggy Elder, *New Mexico State University*  
Keith Miser, *Colorado State University*

TOPIC II:

*'Teaching Methodologies to Increase Cultural Awareness and Appreciation'*  
*Marriott, Colorado G, H, I and J*

Dr. Gladys Knott,  
*Special Assistant to the President*  
*and Director of the Office of Minority Affairs*  
*Kent State University*

A specialist in teaching, communication and special

# ON COMMON GROUND? THE SATURDAY PROGRAM

education, Dr. Knott develops and implements campus-wide programs that improve minority student learning, satisfaction and retention.

### TOPIC III:

#### *"Exploring Diversity from a Personal Perspective"*

*Hyatt, Moulin Rouge Theater*

**Lillian Roybal Rose, Consultant and Trainer**

Dynamic, sensitive and personable, Lillian Roybal Rose will share her expertise in helping others to reclaim pride in their cultural heritage.

*12noon-1:30pm*

**NASPA Awards Luncheon**

*Marriott, Colorado E and F*

*12noon-1:30pm*

**No Host Lunch Carts Available**

*Marriott*

*1:30pm-2:45pm*

**Featured Speaker: Dr. Richard Keeling**

#### *"The Challenge: Health in Higher Education"*

*Marriott, Colorado A, B, C and D*

Currently President of the American College Health Association, chair of the ACHA's AIDS Task Force, Dr. Keeling is highly concerned with the issue of student wellness and the response of both students and institutions to that need. Informal discussion will follow from 3:00-4:15pm in Colorado A.

*1:30pm-2:45pm*

#### **INTEREST SESSIONS**

*Marriott and Hyatt*

#### *Commitment to Access and Opportunity: A Comprehensive Plan*

*Marriott, Colorado G*

**Program Chair:**

Richard J. Correnti

*Florida International University, University Park*

**Program Presenters:**

Emanual Harris

*Florida International University, University Park*

Arnetta Davis

*Florida International University, University Park*

This program describes a comprehensive model for doubling the enrollment of black students on the campus over the next five years. Elements of the plan include image enhancement in the black community,

innovative recruitment efforts, improved support services, creative academic unit involvement, and obtaining greater funding for scholarships and programs. More than ten pre-college, academic support, and school or college programs are currently underway and coordinated by one person. Numerous others are in the planning stages.

#### *Investing in Results:*

#### *A Student Affairs/Industry Collaboration*

*Marriott, Colorado H*

**Program Chair/Presenter:**

Karen Spahn, *Arizona State University*

As the number of graduates in Science, Mathematics, and Engineering diminish, employers of same look for solutions to a growing economic crisis. An astute corporation sought Student Affairs' assistance with the design of their foundation's minority scholarship program. They recognized the "common ground" on which problems of attracting, retaining, and graduating minority students paralleled their own recruiting, hiring, and continued employment of minorities. The process and design of the model scholarship program will be presented.

#### *An Institutional Response to the Attrition of Student Affairs Professionals: Utilizing a Corporate Model to Maximize Staff Retention*

*Marriott, Colorado I*

**Program Chair:**

Thomas H. Burke

*The University Of Alabama, Tuscaloosa*

**Program Presenter:**

Kathleen Randall, *The University Of Alabama*

Recently there has been an increased focus on the problems of mobility and career advancement within student affairs, and the growing attrition rate among professional staff in the field. This program will outline a philosophical approach to staffing a student affairs organization based on a corporate model of staff development which aims to train, motivate, retain, and broaden opportunities for career development at the institutional level. Dynamic business practices which impact the profession will be highlighted.

#### *Institutional Responses to Ethnic Diversity*

*Marriott, Colorado J*

**Program Chair:**

Joan Apple Lemoine

*Western Connecticut State University*

# ON COMMON GROUND? THE SATURDAY PROGRAM

## Program Presenters:

Richard Wedemeyer, *Rockland Community College*  
Trey Williams, *Hampshire College*

Increases in minority student enrollment, media's focus on "racism on the campus," and future demographic patterns have provided a common ground and an impetus for colleges and universities to examine and respond to the issues surrounding diversity. Representatives from three different institutions will utilize the case study format to present a description of the institution, issues and topics of diversity at each institution, the approach or method used to address the issues, assessment of the program, and future programs. (III.M.8)

## *Partnerships: Student Services and Academic Affairs*

*Marriott, Goldcoin*

### Program Chair/Presenter:

Paul E. Eickmann, *Syracuse University*

The focus of this presentation is a case history of the development and implementation of a shared mission between the Syracuse University Offices of Academic Affairs and Student Services. This effort has been in practice since 1980. Each phase of the successful partnership is discussed in some detail, from factors which prepared the way for this effort and its beginning stages to the institutionalization of the shared mission. Numerous and specific examples will illustrate the progress of this project.

## *The Center for Professional Ethics at Case Western Reserve University*

*Marriot, Pomeroy*

### Program Chair:

Glenn Nicholls, *Case Western Reserve University*

### Program Presenter:

Robert Clarke, *Case Western Reserve University*

The Center for Professional Ethics, a Department of the University Office of Student Affairs, has developed a number of models to train students, faculty, and administrative staff members, as well as practitioners in the larger community of Cleveland, in making ethical decisions both in their personal lives and in their professional fields. The variety of approaches to, and settings for, such decision-making will be described in this interest session. One case study will be employed.

## *Adult Student: Traditional Student of the Future?*

*Marriott, Penrose*

### Program Chair:

Joan L. Kindle, *William Rainey Harper College*

### Program Presenter:

Gregg A. Kindle, *Northwestern University*

Is the adult population becoming the "traditional" student of the nineties? This program will present a video tape of interviews with adult students focusing on their needs, recommendations, and successes. In addition, results from a survey of adult students at four mid-western institutions will be presented. Information gleaned from literature reviews regarding trends, characteristics, and demographics will be shared. Discussion of these data will highlight important areas for consideration as we begin to adjust to this emerging student population of the future.

## *Ethical Issues in Research on Student Life*

*Marriott, Nat Hill*

### Program Chair:

Karen D. Arnold, *Reed College*

### Program Presenter:

Susan G. Crim, *Reed College*

Substance abuse, sexual harassment, acquaintance rape—student affairs practitioners in diverse settings face social ills that pervade all campuses. Commonly, the search for solutions begins by seeking information about the situation at the particular institution. Studies which seek information about sensitive topics raise practical and ethical concerns from research design to the use of results. The presenters build on survey research literature and examples of recent studies to consider the key ethical and methodological decisions involved in conducting quality research on sensitive student life issues.

## *Integration of Academic and Residential Life*

*Marriott, Silverheels*

### Program Chair:

David Howison, *St. Lawrence University*

### Program Presenter:

Andrew Rembert, *St. Lawrence University*

In Fall 1988, St. Lawrence University implemented an ambitious Freshman Program built on the premise that the integration of academic and residential life can enhance the quality of the liberal arts experience for

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students. Using the lessons learned from the six-year development of the program, this session will offer specific guidelines for academic and academic/residential programs at their institutions.

## *Factors Related to High Quality Out-of-Class Experiences*

*Hyatt, Parisienne*

### **Program Chair:**

George D. Kuh, *Indiana University, Bloomington*

### **Program Presenters:**

Lee E. Krehbiel, *Indiana University, Bloomington*

C. Carney Strange, *Bowling Green State University*

Elizabeth J. Whitt, *Oklahoma State University*

To create environments that encourage learning and student development, student affairs professionals must collaborate with faculty, academic administrators, and others. The purpose of this session is to share preliminary findings from a study of 13 institutions acknowledged by experts to provide unusually rich out-of-class experiences for students. We will discuss elements of effective policies and activities that can be adapted for use on other campuses and describe a framework to guide assessments of out-of-class experiences.

## *Student Affairs—Academic Affairs:*

### *Opportunities for Bridging the Gap*

*Hyatt, Pavilion*

### **Program Chair/Presenter:**

Charles C. Schroeder, *St. Louis University*

The recent flood of reports on the status of higher education has identified pressing educational concerns facing students and institutions—concerns which provide common ground for bridging the gap between student affairs and academic affairs. What is required is vigorous educational leadership that challenges traditional assumptions, creates new organizational roles and encourages appropriate risk taking. This presentation highlights various initiatives student affairs organizations can implement to increase collaboration with academic colleagues to improve students' educational experience.

## *Leadership in Student Affairs:*

### *Realities and Visions*

*Hyatt, Royal*

### **Program Chair:**

Scott T. Rickard

*University of Maryland, Baltimore County*

### **Program Presenters:**

Marsha Duncan, *Lehigh University*

Larry Ebbers, *Iowa State University*

This program will share the realities and visions of effective leaders at the director level in fourteen functional areas of student services and the chief student affairs officer. Based on a national study of effective leaders in student affairs, over 100 leaders nominated by peers responded to sixteen open-ended questions on a variety of topics including motivating staff, establishing effective working relationships, improving race relations, incorporating theory in practice, staff evaluation, and leadership approaches.

## *The Road to the Top*

*Hyatt, Florentine*

### **Program Chair:**

Robert C. DeWitt

*Pennsylvania State University,*

*Beaver Campus*

### **Program Presenters:**

Lewis G. John, *Washington and Lee University*

Richard M. DiRuzza, *Wagner College*

Joseph Marchetti, *Stockton State College*

Due to the lack of professional mobility, many mid-level management professionals in Student Affairs have expressed the need for special programming. Specifically, questions are being asked such as: How does one advance to a Dean of Students or Chief Student Affairs Officer? How does one remain motivated at a mid-level position? What are other mid-level professionals doing? The panel members will address these questions and suggest ways to assist mid-level professionals with aspirations to be chief student affairs officers. An open discussion will follow and members of NASPA's Career Development and Professional Standards Committee will be present.

## *Student Leadership Development:*

### *An Investment in the Future*

*Hyatt, Vista*

### **Program Chair:**

Timothy R. McMahon

*Washington State University, Pullman*

### **Program Presenters:**

Dennis Roberts, *Lynchburg College*

Ron Slepitzka, *Creighton University*

Nance Lucas, *Ohio University*

George Bettas, *Washington State University, Pullman*

Today's college campus plays a vital role in developing

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the leaders of tomorrow. As student affairs professionals, we must be committed to providing opportunities which train, educate, and develop these future leaders. This program will provide participants with a wealth of information on a variety of campus leadership programs including leadership courses, non-credit leadership seminars, leadership conferences, and leadership through community service. In addition, the Inter-Association Task Force Model on Leadership Development will be discussed.

3:00pm-4:15pm

## INTEREST SESSIONS Marriott and Hyatt

### *The Follow-up to Richard Keeling's Plenary Session*

Marriott, Colorado A

Program Chair/Presenter:

Richard P. Keeling

*University of Virginia, Charlottesville*

A chance to meet informally with our featured speaker.

### *Student Retention Databases Simplified*

Marriott, Colorado B

Program Chair/Presenter:

Charles R. Pollock, *Western New England College*

Tracking and understanding retention is becoming essential on most campuses but computer programming isn't required. This session will demonstrate how one Student Affairs division created a comprehensive, longitudinal tracking system which annually monitors 700+ new students. It is used to determine retention and graduation rates for cohorts and sub-groups such as minority students, and to conduct institutional research. The system incorporates an electronic spreadsheet and SPSS. The system is sophisticated, but is not technically complex.

### *In Loco Parentis—Is it Returning?*

Marriott, Colorado C

Program Chair:

Kenneth E. Kelly, *American University*

Program Presenter:

Chris Colombo, *Johns Hopkins University*

The rise in the legal drinking age and related enforcement expectations, the erosion of traditional family structures, student behaviors which are less than

adult, and other factors have created pressures for student development educators to assume roles formerly performed by the family. These pressures have engendered a variety of responses. This session will explore the developmental impacts of even a partial return to *in loco parentis*, and suggest responses to such pressures that are developmentally sound.

### *Creating and Implementing an AIDS Policy* Marriott, Colorado D

Program Chair/Presenter:

Norleen Pomerantz, *Northern Kentucky University*

An AIDS policy for institutions of higher education needs to be broader than a statement against discrimination and for education about AIDS. This presentation therefore, will detail why a policy is needed, what it should contain, what it is designed to do, and how to write and implement it. Participants who attend this presentation will be encouraged to share their own experiences with AIDS policy development and implementation.

### *Looking Through the Prism:*

*Reflections of Yesterday,*

*Preparing for Tomorrow*

Marriott, Colorado G

Program Chair:

Michael McBrien, *University of California, Berkeley*

Program Presenters:

Denzil Suite, *University of California, Berkeley*

Leigh Lewis, *University of California, Berkeley*

Steve Logan, *University of California, Berkeley*

This is a multicultural program with opportunities for personal and professional growth, understanding, and awareness. The program will focus on setting the tone for the future of multiculturalism in higher education. The University of California at Berkeley will be used as one example of a progressive and proactive approach to establishing a multicultural campus environment. Participants will be able to analyze their present campus climate, and share insights to promoting diversity in all aspects of the college experience.

### *Student Affairs:*

*Leading Partners for Campus Diversity*

Marriott, Colorado H

Program Chair:

Robert C. DeWitt

*Pennsylvania State University, Beaver*

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## Program Presenters:

Everitt F. Binns

*Pennsylvania State University, Schuylkill*

Nicholas A. Piccolo

*Pennsylvania State University, Mont Alto*

Blaine E. Steensland

*Pennsylvania State University, Berks*

The changing clientele of colleges and universities has resulted in a significant increase in the number of minority and non-traditional students on campuses. Student affairs divisions have been charged with the responsibility to recruit and retain this diverse population. This program will suggest ways to integrate these recruitment and retention programs into campus goals that are proactive instead of reactive. Four chief student affairs officers will discuss how these goals can be assimilated into campus goals, how to obtain special funding, how to develop Acts of Intolerance models and human relation workshops and suggest successful recruitment and retention programs. Discussion among participants will be encouraged.

## *Utilizing Hoopes' Learning Model for the Development of a Multicultural Awareness Program: A Student Oriented Approach*

*Marriott, Colorado I*

### Program Chair:

Kathleen P. Randall

*University of Alabama, Tuscaloosa*

### Program Presenter:

Thomas H. Burke, *University of Alabama*

This program presents a multicultural awareness training model based on the writings of David S. Hoopes which asserts that multicultural consciousness is a learned skill. Programming for the enhancement of multicultural awareness and diversity of interaction among the student population is patterned after Hoopes' four stages of multicultural awareness: isolation, inquiry, contact, and integration.

## *Motivating the 'New Careerists'*

*Marriott, Colorado J*

### Program Chair:

Jerry Houser, *University of Southern California*

### Program Presenter:

Sharyn Slavin, *University of Southern California*

During this workshop you will explore new trends in organizational productivity by identifying your motivational style, comparing your style with others, discuss-

sing the implications of style for staff team building, and finding new ways to manage others in the future. The information and typology is based on the Jossey-Bass publication by Brooklyn Derr entitled, *The New Careerists*. You will look at the future trends in motivational patterns of the Student Affairs profession which impact leadership and work satisfaction.

## *Ethical Dilemmas:*

### *Sharing the Reality of Recruitment*

*Marriott, Goldcoin*

### Program Chair:

Marcia M. Dickman

*Oklahoma State University, Stillwater*

### Program Presenters:

Kathryn Greenlee, *Oklahoma State University*

Khanh Nguyen, *Oklahoma State University*

Catherine Buyarski, *Oklahoma State University*

This presentation explores ethical decision making processes that impact recruitment and retention at institutions of higher education. Ethical issues related to marketing the university, assessing academic preparedness, targeting minority students, and administering financial aid will be discussed. Participants will view a video tape that describes students' and administrators' experiences with recruitment and retention and the ethical implications of that process. An ethical decision making model will be presented and participants will have an opportunity for discussion.

## *The State of Student Affairs Research Activities: Findings of a National Survey*

*Marriott, Pomeroy*

### Program Chair:

Karl J. Beeler, *University of Connecticut, Storrs*

### Program Presenter:

Frances W. Oblander

*Indiana University-Purdue University, Indianapolis*

Little is known about the extent to which student affairs divisions are engaged in systematic research and evaluation to serve as the basis for planning, policy, and decision making. Members of the NASPA Research and Program Development Division conducted a survey of NASPA voting delegates to determine the extent and nature of such research, and to compare differences in research activities by size, control, and Carnegie classification of institution. Findings are presented and discussed.

## *Transfer Student Integration Process:*

*Pre-Enrollment + Post-Enrollment*

*= Retention*

*Marriott, Penrose*

**Program Chair:**

Erlinda Torres Medina, *University of Arizona, Tucson*

**Program Presenter:**

Marcy Gill, *University of Arizona, Tucson*

The University of Arizona has developed a Transfer Student Integration Process that combines services at both the preenrollment and post-enrollment levels to assist transfer students in their transition to the UA. This session will introduce participants to the Transfer Orientation Program and the Transfer Assistance Peer Program developed by The University of Arizona. Ideas and insights will be shared to assist in the development of new programs and enhance existing transfer integration programs.

## *Teaching and Learning Beyond the Traditional Classroom*

*Marriott, Nat Hill*

**Program Chair/Presenter:**

Ron Sherhofer, *Hartwick College*

This presentation will explore the major concepts and programmatic implications of David Kolb's experiential learning model. Kolb's *Learning Style Inventory* will be used to help participants better understand their own learning style, followed by a discussion as to how academic and student affairs professionals, in active partnership with their faculty, can design innovative co-curricular programs that are responsive to differences in how students learn.

## *Inter-University Networking: Building Relationships Between Area Universities*

*Marriott, Silverbeels*

**Program Chair:**

Tom Jackson, Jr., *St. Mary's University Program*

**Program Presenters:**

Marlon Anderson, *Incarnate Word College*

Karen Whitney, *University of Texas, San Antonio*

This program will demonstrate effective ways to bring university professionals and undergraduate staffs together to share common interests and techniques. San Antonio, Texas university professionals will share strategies used to link five urban campuses together cooperatively. Emphasis will be placed on opening

communication between universities, identifying and defining professional and undergraduate staff interests, utilizing social activities as a means to explore new opportunities in inter-university relationships, designing an area association, sharing staff development and training programs, and creating an area resident assistant or professional conference. Participation and discussion will be encouraged.

## *Discussion of the Role, Scope, and Implementation of the Standards of the Network of Colleges and Universities Committed to the Elimination of Drug and Alcohol Abuse*

*Hyatt, Parisienne*

**Program Chair:**

Judith M. Chambers, *University of the Pacific*

**Presenters:**

Lyle Edmison, *California State University, Hayward*

Gary North, *University of Illinois, Urbana*

James Dennis, *University of Southern California*

In 1987 the U.S. Department of Education's Office of Educational Research and Improvement invited a group of educators to write a set of standards which could provide focus for the implementation of programs, policies, enforcement procedures, and assessment leading to the elimination of drug and alcohol abuse. Those standards have now been endorsed by virtually all the leading national higher education associations and by approximately 800 colleges and universities nationwide.

## *Climates of Change:*

### *Alcohol and Other Substance Abuse Issues*

*Hyatt, Pavilion*

**Program Chair:**

Drew Hunter, *BACCHUS of the U.S., Inc.*

**Program Presenter:**

Bill Bailey, *Indiana University*

Targeted at chief student affairs officers, unit directors and department directors, this workshop will take an in-depth look at alcohol and other substance abuse issues and how they impact our colleges and universities, Federal Legislation/Regulation Initiatives, model programs, and available resources. Conferees will actively participate and results will be published by BACCHUS. Using its national network, BACCHUS will bring together a workshop faculty comprised of many of higher education's leaders in alcohol and other substance abuse issues.

## *Integrating Multiculturalism Into Professional and Paraprofessional Residence Hall Staff Training*

*Hyatt, Royal*

### **Program Chair:**

Lucile C. Reddick, *University of Tennessee, Knoxville*

### **Program Presenters:**

Jody Allen-Keitt, *Virginia Commonwealth University*  
Beth Edwards, *Virginia Commonwealth University*

Fostering an appreciation among residence hall staff for the diversity of students is one of the many challenges of training and inservice. Incorporating multiculturalism into every facet of training is often difficult, requires a commitment from the trainers and often necessitates restructuring established training procedures. This program will share methods used at two different institutions (mid-size urban university and a large land grant university) to increase the sensitivity to and understanding of multiculturalism in the professional and paraprofessional staff. Participants will be expected to share information from their institutions. A resource guide listing programs and contact persons from other universities and agencies will be distributed.

## *Student Affairs Preparation and Practice: Finding Common Ground*

*Hyatt, Florentine*

### **Program Chair:**

Deborah Ellen Hunter, *University of Vermont, Burlington*

### **Program Presenters:**

Paula Rooney, *Babson College*  
Keith Miser, *Colorado State University*  
George Kuh, *Indiana University*

The purpose of this session is to solicit ideas regarding the current and future demands upon the student affairs profession that graduate preparation programs must address. By providing a forum in which student affairs faculty and practitioners can collaborate on preparing for the profession's future, this session models the process of "finding common ground."

## *CAREFRONTATION: Alcohol Intervention for Residence Hall Students*

*Hyatt, Vista*

### **Program Chair:**

Ann English Owens, *Central Michigan University*

### **Program Presenter:**

Janet Walls, *Central Michigan University*

Central Michigan University has developed and implemented an Alcohol Early Intervention Program for Residence Hall Students. Using "Carefrontation" techniques, residence hall staff confront residents who exhibit repeated patterns of alcohol abuse. This program is now a combined effort between the housing staff, counseling center staff, faculty, health practitioners, and administrators in assisting students with drug or alcohol problems.

*4:00pm-5:00pm*

**Reception for Masters Level Case Study  
Competition Participants, Hyatt, Gold**

*4:30pm-5:30pm*

**NASPA Annual Business Meeting  
Marriott, Colorado E and F**

*5:00pm-12 midnight*

**Region I Hospitality, Hyatt, Region I Suite**

*5:30pm-6:30pm*

**Low Impact Aerobics, Marriott, Colorado J  
East Coast Consortium Meeting, Marriott, Silverheels**

*5:30pm-7:00pm*

**Colorado State University Alumni  
and Friends Reception, Hyatt, Florentine**

**Dissertation of the Year Recipients  
and Committee Reception, Hyatt, Pavilion**

*5:30pm-7:30pm*

**Gay, Lesbian and Bisexual Concerns Task Force  
Open Meeting, Marriott, Goldcoin**

**University of Vermont Alumni  
and Friends Reception, Hyatt, Parisienne**

*6:00pm-7:30pm*

**National Interfraternity Reception  
sponsored by NIC, NFA, FEA, Marriott, Colorado D**

*7:00pm*

**Mentors' Night-on-the-Town  
Meet at Marriott Prefunction Area**

*7:30pm and 10:00pm*

**Entertainment, Moulin Rouge Theater, Hyatt  
Marga Gomez, Linda Moakes  
and the Blazing Redheads!**

*9:00pm-11pm*

**Region II Hospitality, Marriott, Region II Suite**

# ON COMMON GROUND? THE SUNDAY PROGRAM

7:30am-9:00am

President's Continental Breakfast  
for International Participants  
*Marriott, Presidential Suite*

Task Force Chairs Meeting, *Hyatt, Directors*

8:00am-12noon

Hospitality, *Marriott Matchless*

8:15am-9:00am

Orientation for Regional VPs and Topical Synthesis  
Discussion Leaders, *Marriott, Goldcoin*

9:00am-9:50am

## SYNTHESIS SESSIONS

by Areas of Professional Interest, *Marriott*

*How can we apply the knowledge and experiences  
gained from this conference to...?*

*... The creation and enhancement of living/  
learning environments?*

Charles Schroeder, Facilitator  
*Denver Ballroom I*

*... Enhance student involvement?*

Russ Deremer, Facilitator  
*Denver Ballroom II*

*... Strengthen the ties between faculty and student  
affairs staff?*

Jim Rhatigan and Edward Webb, Facilitators  
*Denver Ballroom III*

*... Improve the management of student affairs  
divisions?*

Brig Knauer and Tom Goodale, Facilitators  
*Denver Ballroom IV*

*... Increase institutional commitments to diversity?*

Marvalene Styles Hughes, Facilitator  
*Denver Ballroom V*

*... Help students make better choices regarding life  
planning?*

Joann Albright, Facilitator  
*Denver Ballroom VI*

*... Increase opportunities for personal and  
professional development?*

Anne Golseth and Bob Rodgers, Facilitators  
*Colorado A*

*... Confront issues of student health/wellness?*

Larry Ebbers, Facilitator  
*Colorado B*

*... Foster students' ability to make ethical/moral  
decisions?*

Julie Anderton, Facilitator  
*Colorado C*

*... Help students better manage aggression  
and stress?*

Dennis Madsen and Fred Preston, Facilitators  
*Colorado D*

*... Enhance the educational experiences and  
opportunities for ethnic minority students, faculty,  
and staff?*

Melvin Terrell and Glen Smith, Facilitators  
*Colorado G*

*... Enhance the educational experiences and  
opportunities for women students, faculty,  
and staff?*

Dorothy Knoll and Joy Smith, Facilitators  
*Colorado H*

*... Enhance the educational experiences and  
opportunities for gay, lesbian, and bi-sexual  
students, faculty and staff?*

Roger Nudd and Julie Elkins, Facilitators  
*Colorado I*

*... The uniqueness of the community college  
environment?*

Ben Hogan, Facilitator  
*Colorado J*

*... Help students make choices about relationships  
and lifestyles?*

Bob Gentry, Facilitator  
*Silverheels (3rd Floor)*

*... Improve retention efforts for students at risk?*

JoAnn Trow, Facilitator  
*Nat Hill (3rd Floor)*

*... The uniqueness of the small college  
environment?*

Robert Bradshaw, Facilitator  
*Penrose (3rd Floor)*

*... Improve programs and services for commuter  
students?*

Ron Wisner and Joan Apple Lemoine, Facilitators  
*Goldcoin*

# ON COMMON GROUND? THE SUNDAY PROGRAM

*...Enhance the educational experiences and opportunities for international students and scholars?*

David McIntire, Facilitator  
Pomeroy (3rd Floor)

10:00am-10:50am

## SYNTHESIS SESSIONS BY REGION

*Marriott*

*How can information and ideas shared at the conference be applied to improve regional programs and services?*

Region I:	<i>Colorado A</i>	Paula Rooney
Region II:	<i>Colorado B</i>	Marsha A. Duncan
Region III:	<i>Colorado C</i>	Thomas D. Myers
Region IVE:	<i>Colorado D</i>	Joan M. Claar
Region IVW:	<i>Colorado G</i>	Ronald Beer
Region V:	<i>Colorado H</i>	Sue Weitz
Region VI:	<i>Colorado I</i>	Sharyn Slavin

11:00am-12noon

## Closing Session/Keynote Address

*Marriott, Colorado E and F*

### *“Are We On Common Ground?”*

**Dr. L. Lee Knefelkamp**  
*Academic Dean, Macalester College*

Recognized for her expertise in the areas of student development, women in higher education, learning environments and administration, Dr. Knefelkamp served previously as the Dean of the School of Education at The American University, Chair of the Doctoral Program and Associate Professor in the Department of Counseling and Personnel Services at the University of Maryland.

*The closing session has been supported by a grant from the Golden Key National Honor Society.*

## NASPA 1988 AWARDS

Awards will be presented at the NASPA Awards Luncheon, Saturday, March 18, 12:00 noon in the Colorado E and F Ballrooms at the Denver Marriott-City Center.

The recipients are:

**Scott Goodnight Award**  
for Outstanding Performance as a Dean

**Jo Anne J. Trow**  
*Vice President for Student Affairs,  
Oregon State University*

**Glen T. Nygreen**  
*Retired Vice President for Student Affairs,  
City University of New York—Herbert Lehman College*

**Fred Turner Award**  
for Outstanding Services to NASPA

**Judith Chambers**  
*Vice President for Student Life,  
University of the Pacific*

**Outstanding Contribution**  
to Literature or Research

**Nancy K. Schlossberg**  
*Professor, College of Education,  
University of Maryland, College Park*

**Robert H. Shaffer Award**  
for Academic Excellence  
as a Graduate Faculty Member

**Gerald L. Saddlemire**  
*Professor of College Student Personnel,  
Bowling Green State University*

**Melvene D. Hardee**  
Dissertation of the Year Award

**Gregory S. Bliming**  
*Dean of Students, Louisiana State University*

Dissertation:  
*“The Influence of College Residence Halls on Students:  
A Meta-analysis of the Empirical Research, 1966-85”*

*Recipients of the regions' Outstanding New Professional Awards will also be recognized.*

# NASPA '89 EXHIBITOR DESCRIPTIONS

FIRM NAME	BOOTH #	FIRM NAME	BOOTH #
Adden Furniture	6, 7	Inter-Collegiate Press a Division of Herff-Jones	21
Solid hardwood and upholstered furniture for residence halls, dining room, lounges, libraries, offices and health-care facilities.		<i>The New Student Record/Register</i> (a pictorial directory) featuring orientation information about the institution and photographs and bio information on each new student.	
American College Health Association	29	Marriott Corporation	15, 16
Serves health-care professionals and students of institutions of higher education through networking, educational materials, and programs.		Provides food service management on a contract basis for college and university campuses.	
American Desk Manufacturing Company	22	Morrison's Custom Management	20
Manufactures residence hall room furnishings including beds, desks, chests, nightstands, wardrobes, chairs and lounge furniture.		Provides food service and housekeeping management.	
Anheuser-Busch Companies, Inc.	30	National Interfraternity Conference	18
Sponsors and creates alcohol awareness programs.		A confederation of 59 American college fraternities, featuring its membership program of services for Interfraternity Councils, <i>Interchange: Strategies for Improvement</i> .	
A.R.A. Campus Dining Services	10, 11	Nemschoff Chairs	3
Provides comprehensive dining services with multiple options for all sizes and types of colleges and universities.		Manufacturers of furniture for residence rooms, lounges, TV areas, dining, student centers, and lobbies.	
Bacchus of the U.S.	19	Nynex Information Resources Company	31
As a national association of college and university alcohol and abuse prevention programs offers training, materials and networking opportunities.		Publishes college and university student directories, as well as 300 traditional yellow-page directories in New York and New England. Also, publish other specialty directories.	
Blockhouse Company	13	Outward Bound USA	24
Manufactures furniture which is ideal for multiple campus settings including residence hall lounges and student rooms.		A wilderness-based adventure/educational organization dedicated to building leadership and teamwork in today's youth.	
College Administration Publications	27	Professional Food-Service Management	32
Publishes periodicals and monographs addressing areas and subjects of vital interest to higher education administrators and educators.		Providing food service management for colleges and universities through the United States.	
College Bowl Company	1	Seiler Corporation	25
Sells the knowledge game questions and other accessories to colleges which organize competitions between teams of students.		Provides contract management for food and environmental services in the health care, retirement, educational, and business/industry sectors. Serves over 400 clients in 30 states.	
College Placement Council	17	Somers, Kitchen & Essler Insurance Agency	12
Offers publications, statistical data, CAREER NAVIGATOR, a computer-powered job search system, and other member services as the national association for career planning and placement.		Specializes in identifying student needs and designing insurance options to meet them.	
College Survival	9	Stanley H. Kaplan Education Centers	26
Provides consulting services and a textbook, <i>Becoming a Master Student</i> , designed to increase student performance and retention.		A leading test preparation company displaying brochures and other giveaways.	
Adolph Coors Company	2	Walsworth Publishing Company	23
Believes in responsible use of all alcoholic beverages and will display supportive literature and names of active alcohol education programs.		Publishes a freshman photo directory called "Who's New on Campus" Sample of these directories and supporting material on hand.	
daka School and College Food Service	28	Web Service Company	4, 5
Specializes in tailoring a dining service program that compliments the goals and policies of the institution and daka.		Distributor of coin-operated washers and dryers.	
Forbes Marketing Group	14	Whittle Communications	8
Supplies a variety of specialty advertising products including imprinted sportswear, glassware, tote bags, pens, calendars, and desk accessories.		Introducing <i>inVIEW</i> , a new publication created specifically for today's college women, addressing in a positive supportive tone their concerns, problems and aspirations.	

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1922-23	Stanley Coulter	1958-59	Fred H. Turner
1923-24	J. A. Bursley	1959-60	H. Donald Winbigler
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1925-26	C. R. Melcher	1961-62	Fred J. Weaver
1926-27	Floyd Field	1962-63	J. C. Clevenger
1927-28	Scott H. Goodnight	1963-64	James McLeod
1928-29	G. B. Culver	1964-65	Victor R. Yanitelli
1929-30	J. W. Armstrong	1965-66	Glen T. Nygreen
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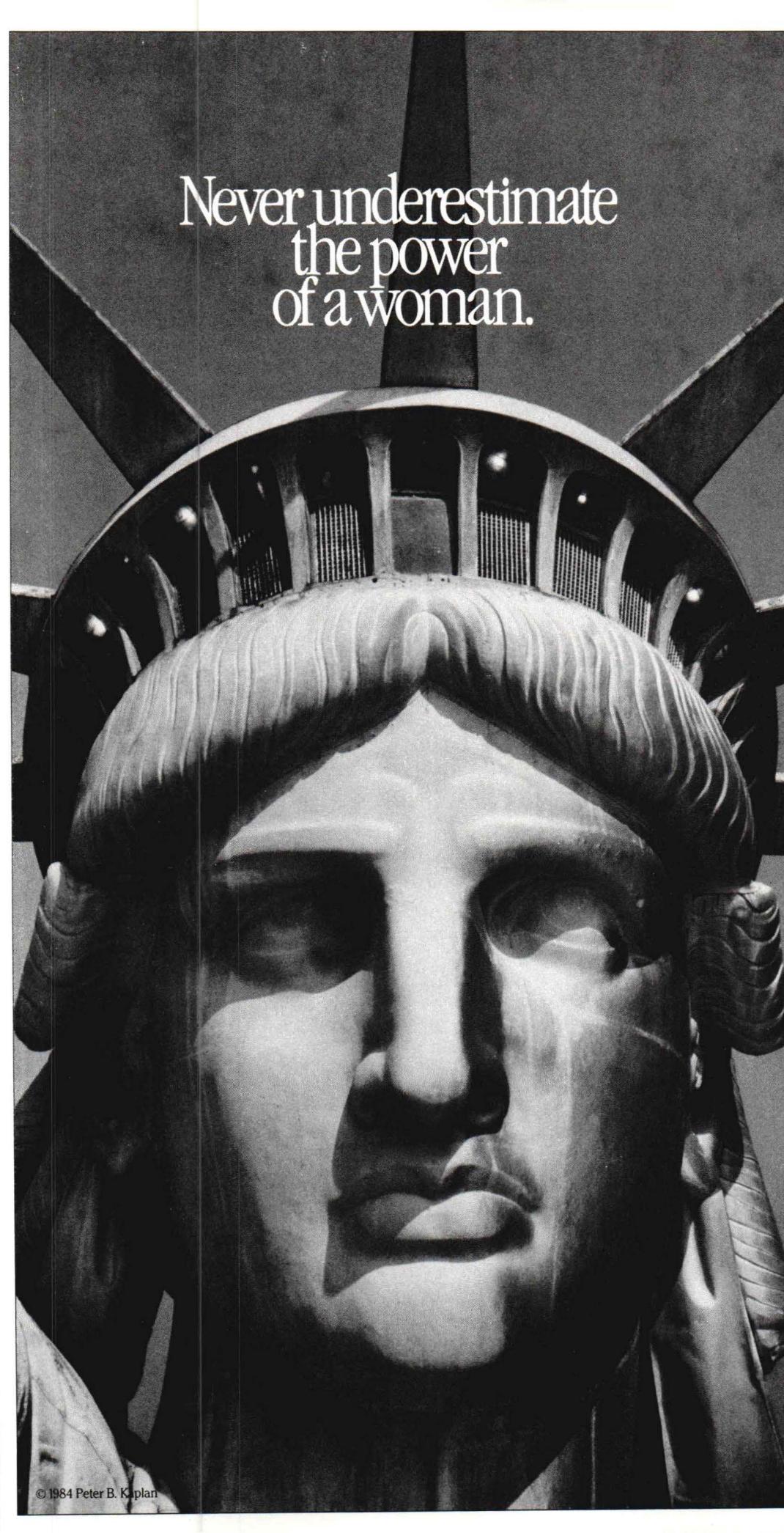
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